

CAUT/ACPPU BULLETIN

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UNESCO moves towards a statement on higher education personnel

Carleton University faculty business officer pilots a proposal for an official statement on the rights of higher education teachers through international channels

The 27th General Conference of UNESCO meeting in Paris has voted in favour of moving towards an official statement concerning the rights and the status of higher education teaching personnel. The UNESCO secretariat will, therefore, be proposing such a statement to the next UNESCO Conference in 1995.

CAUT has been a major force in achieving this result which we hope will be particularly useful in the defense of our colleagues who are the victims of authoritarian governments but which will also set out norms for all countries. This marks a significant step forward in achieving an international statement similar to the ILO recommendation concerning the Status of Teachers which was adopted in 1966.

This successful international lobbying has been carried out with minimal cost to CAUT thanks to an imaginative decision of the Carleton University Academic Staff Association to allow its business officer, Ms. Pat Finn, to devote a sabbatical to this project. Herewith follows her account.



Pat Finn and Jo Beresford (New Zealand) attending the ILO meetings in Geneva, November 1991

By Pat Finn

It was by no means certain that the UNESCO vote on the issue would be positive. That the issue has come this far owes much to the leadership of CAUT and the Canadian Commission on UNESCO.

CAUT was instrumental in forming a loosely knit group known as the International Conference of University Teachers' Organizations (ICUTO) and it was this group that decided to collectively press for a normative instrument on higher education personnel.

A sub-committee on the issue

was struck consisting of CAUT, SNESup (France), IFUT (Ireland) and AAUP (U.S.A.). The question then became one of moving forward without any resources.

In late February 1991 CAUT forwarded a memorandum informing member associations about the possibility of having a normative instrument on higher education personnel. The second last paragraph caught my attention — it was a plea for a volunteer(s).

At the same time, thanks to my contract with CUASA, I was contemplating possible projects for my next sabbatical.

The plea led me to a meeting with CAUT Executive Director Donald Savage who was very encouraging about my taking on this project and within a few months I had been seconded to CAUT.

Following a search through the CAUT files for background material, Dr. Savage and I met with Mariette Hogue at the Canadian Commission on UNESCO to introduce myself, explain the project and seek the commission's assistance.

From this simple beginning came an exciting six months in Europe spent mainly in Paris and Geneva. Armed with letters of introduction I flew to Europe to complete a new project vastly different from my normal work and to consult with people I'd never met let alone heard of.

After initial meetings with IFUT and SNESup, I attended the 26th General Conference in late October 1991 at UNESCO Paris headquarters as an accredited observer of the Canadian delegation.

The conference considered whether or not to proceed with a feasibility study on the possibility of regulating the status of higher education personnel.

Had the conference not agreed to proceed in this fashion, the project would have been severely compromised.

During that period, Jean-Paul Lainé and Daniel Montcaux from SNESup were very generous with their time, providing me with all relevant documents in their possession. From this meeting the next move was to the International Labour Organization (ILO) in Geneva.

Since CAUT had no contact person at the ILO, I turned to Brian Mallon, the International Director of the CLC, for an introduction. I scheduled my arrival to coincide with the governing meetings of the ILO and Mr. Mallon agreed to shepherd me through the ILO labyrinth.

In addition, I also contacted the World Confederation of the Teaching Profession (WCOTP) to discuss the project with them. WCOTP offered an office, typewriter and computer access.

A review of background documents revealed there were four essential areas to be addressed in a normative instrument: academic freedom, autonomy, collegiality and freedom of association. While the ILO recommendation concerning the Status of Teachers covers these areas, this was possible.

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L'UNESCO en voie d'adopter une déclaration sur le personnel de l'enseignement supérieur

L'agente syndicale de l'association des professeurs de l'Université Carleton pilote un projet de déclaration officielle sur les droits du personnel de l'enseignement supérieur à travers les votes internationales

Les délégués à la 27e conférence générale de l'UNESCO, tenue à Paris, ont voté en faveur d'une déclaration officielle sur les droits et la condition du personnel de l'enseignement supérieur. Le secrétariat de l'UNESCO proposera donc une déclaration en ce sens à la prochaine conférence de l'UNESCO en 1995.

L'ACPPU a joué un rôle de premier plan dans l'aboutissement de ce projet et espère qu'il servira particulièrement à défendre nos collègues victimes de gouvernements autoritaires. Nous espérons également que cette déclaration permettra d'établir des normes pour tous les pays. Nous venons de franchir une étape importante vers l'obtention d'une déclaration internationale semblable à la recommandation de l'Organisation internationale du travail sur la condition des enseignants adoptée en 1966.

Les pressions exercées à l'échelle internationale ont porté fruit et n'ont presque rien coûté à l'ACPPU grâce à l'heureuse décision de l'association des professeurs de l'Université Carleton de permettre à son agente syndicale, Mme Pat Finn, de consacrer son congé sabbatique à ce projet. Voici son compte rendu.

Rien ne garantissait que l'UNESCO voterait en faveur de la déclaration. C'est grâce à l'initiative de l'ACPPU et de la Commission canadienne pour l'UNESCO que le dossier s'est rendu aussi loin.

L'ACPPU a contribué à la

formation d'un groupe informel portant le nom de International Conference of University Teachers' Organizations (ICUTO). La décision d'exercer des pressions collectivement en faveur d'un instrument normatif sur le

personnel de l'enseignement supérieur revient à ce groupe.

On a donc mis sur pied un sous-comité responsable du dossier composé de représentants de l'ACPPU, du SNESup (France), de l'IFUT (Irlande) et de l'AAUP (É.-

U.). Il a ensuite fallu décider d'aller de l'avant sans aucune ressource.

Vers la fin de février 1991, l'ACPPU a expédié une note à ses associations membres les informant de la possibilité qu'un instrument normatif sur le personnel de l'enseignement supérieur soit rédigé. L'avant-dernier paragraphe de la note a attiré mon attention. L'ACPPU demandait en effet l'aide de bénévoles.

Au même moment, grâce à mon contrat avec la CUASA (l'association des professeurs de l'Université Carleton), j'envisageais divers projets possibles en vue de mon prochain congé sabbatique. Cet appel de l'ACPPU m'a incitée à rencontrer le directeur

général, M. Donald Savage, qui s'est montré très favorable à mon intention de réaliser le projet. En l'espace de quelques mois, j'étais affectée provisoirement à l'ACPPU.

Après avoir compulsé les dossiers de l'ACPPU à la recherche de documentation, M. Savage et moi avons rencontré Mariette Hogue, de la Commission canadienne pour l'UNESCO, dans le but de me présenter, d'expliquer le projet et de solliciter l'aide de la Commission.

Ce simple début m'a ensuite emmenée à faire un séjour excitant de six mois en Europe, principalement à Paris et à Genève. Munie de lettres de présentation, je me suis envolée

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LETTERS / COURRIER

Two denials of autonomy don't equal one right

It is wrong to suppress someone's right to express their convictions; it is wrong to rape someone; and it is wrong in each case for the same reason — both actions destroy the autonomy of their victims. That is why rape is the vilest of crimes and why freedom of speech is the most precious of civil liberties.

One of the ironies of the recent confrontation between Professor Yaqzan and the senior administration at the University of New Brunswick is that both of their actions have similar effects, in the first case to deny, in the second to destroy, the autonomy of others.

In explaining the actions taken by his administration the president of the University of New Brunswick, Robin Armstrong, speaks of the need to assure present and prospective female students and faculty of the existence of a safe and supportive environment at the university. If reassurance is what is needed then reassurance is what should be provided — not a public flogging of one of his professors.

And what of those present or prospective students and faculty who might fear the onset of controversial thoughts while at UNB, thoughts which might (who

knows) come to be regarded as offensive by future public opinion? What reassurance can President Armstrong offer to them that their academic and civil liberties will be respected? But perhaps there is no need for that reassurance since the president maintains, apparently on the grounds that academic freedom is "inapplicable" to offensive points of view, that no violation of that principle has occurred.

Hearing this from the president of your university is like hearing your insurance company say the policy lapses as soon as the house burns down. Academics across Canada should feel chilled by the developments at UNB. So should all Canadians.

Basic moral principles are not flags of convenience to be struck in the face of stormy weather. They are, rather, a compass that will help us steer a straight course in all winds, whether they blow from the left, as they do now, or from the right, as they did not so long ago. Today the flags at the University of New Brunswick stand at half mast.

Tom Vinci
Philosophy
Dalhousie University

Easier application procedure proposed

Why is it that some universities require that candidates applying for academic vacancies submit not only a CV but also three letters of reference? In these hard economic times most job advertisements attract hundreds of applicants. The criteria of three advance reference letters creates an enormous burden for everyone — applicants and referees, employers and support staff.

The solution to this problem is simple. Why not ask only those candidates who make the 'short list' to then supply the requisite letters from referees? Alternatively, employers could contact referees directly.

Although this method may increase labour and expense on the part of employers it is only a fraction of the labour and expense that would be saved on the part of applicants.

S.S. Osahan
Sessional Instructor
Political Science
University of Windsor

La féminisation du discours : un débat sans fin

Dans sa lettre, publiée dans le *Bulletin* (décembre 1993) Madame Antoinette Montebrun exprime l'agacement que provoque chez elle le conformisme actuel voulant que toujours le féminin suive, le plus souvent précède, le masculin du moindre substantif. Combien je suis d'accord. Usage récent d'ailleurs, mis en vogue me semble-t-il, par le général de Gaulle.

D'autre part elle qualifie de « barbarisme » qui la fait sursauter — s'il m'est permis d'ainsi traduire « to cringe » — de dire « la première ministre » et il me semble bien avoir lu quelque part qu'à une femme appelée à remplir une fonction longtemps confiée seulement à un homme, on devait s'adresser par : Madame le gouverneur général. C'était madame Jeanne Sauvé. J'ose dire : formulation boiteuse.

Qu'il suffise de rappeler que la reine mère d'un roi mineur était en France de droit : la régente; que les princesses ayant gouverné les Pays Bas, alors possession de l'Espagne, étaient la gouvernante. Même si l'une avait un mari appelé gouverneur pour lequel ce n'était qu'une égalité honorifique, n'impliquant aucune égalité d'exercice du pouvoir.

En France comme en Espagne avant 1789 et le code Napoléon, la femme gardait ses droits et il pouvait arriver qu'ils fussent supérieurs à ceux de son époux. Telle était l'égalité des sexes, telle est la tradition française même s'il est des lexicologues prétendant qu'on devrait dire : Madame le ministre, ce qui me fait « cringer ».

Jean Houpert
Vieux professeur de français
(42 ans de pratique)
Montréal

Comments? Questions?

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Why muzzle tenured profs and campus rags?

Pierre Berton

Something very ugly has been happening on the campuses of this country. Free expression is being stifled, political in-correctness is being censored; the freedom to voice unpopular views is being eroded.

The clues are on the front pages. The most recent comes from Fredericton, N.B., my father's alma mater, where an assistant professor, Martin Yaqzan, is under the gun for writing a piece in the college paper that the establishment didn't like.

People got mad because Yaqzan suggested that any woman who enters a man's bedroom at night should consider it an invitation for sexual intercourse. Yet that's exactly what professional advisers have been saying for the past 40 years.

In spite of the fact that Yaqzan has tenure, the administration suspended him, thus reducing the whole meaning of "tenure" to the status of a joke.

Professors are given tenure to protect them from the very actions the university started to take.

If a university professor can't feel free to express opinions freely, then we're all in trouble. After all, why do universities exist, if not for the free and open exchange of ideas — any idea, no matter how repugnant it may be to others?

The university came to its senses.

After being pressured to suspend Yaqzan it bowed to more pressure to lift the suspension.

Now the students themselves want the professor to resign.

These are not the flaming radicals of the '60s; these students belong to the '90s and are among the most docile, politically correct bunch of wimps we've seen on campus since the great depression.

At the other end of the country, another spineless group of students killed off *The Ubysey*, the legendary campus paper, whose independence from faculty or student interference made it unique.

The Ubysey has always been a thorn in the side of both the student council and the administration and has fought many a battle to retain its independence. I know; I was there.

It also served, as others have said, as the best journalism school in Canada.

The most important thing we student journalists learned on *The Ubysey* was that a state of critical tension has to exist between journalists and constituted authority.

But this year the administration of the university didn't like what the paper was printing. So the administration pressured the student council to kill the paper, and the wimps who run student government buckled under without a whimper and did just that.

Now they've got an ersatz *Ubysey*

— same name, different politics — whose editor must continually look over his shoulder whenever he prints something he thinks the student government won't like.

What kind of lesson is this for budding young journalists who, in the old days, were allowed to make their own mistakes and learn from them?

Remember the case of Phillippe Rushton at the University of Western Ontario?

Rushton, a psychology professor, had conducted some research, the results of which enraged a good many people.

He claimed it showed, among other things, that women had smaller brains than men, and that Asians outranked white and blacks, in that order, on scales of brain size, intelligence, lawfulness, and sexual restraint.

Quite properly, his research was attacked as flawed, but that is not really the point.

The then premier of Ontario, David Peterson, who hadn't read the research, immediately declared that Rushton should be fired.

On what grounds? That Rushton's research was "morally offensive to the way that Ontario thinks." Wow! Ain't that a lulu? Make sure your research fits into Ontario's thinking hoys, or it's Outville for you.

To the university's great credit,

Rushton was not fired or even suspended.

But when he tried to give classes, the students themselves howled him down, as they are wont to do any time somebody appears on campus they don't like.

Poor Rushton was forced to lecture to the television cameras, safe from the howling mob.

These incidents border on the totalitarian. Either we live in a free country, where tenured professors and student newspapers can say what they like, or we move imperceptibly toward a kind of establishment mind control.

The totalitarian parallel may be slight, but it's there.

Consider the situation in Scarborough schools where students are offered \$1,500 to snitch anonymously on their classmates. Yes, it's efficient; it gets rid of the violent troublemakers. But at what cost?

Do we really want to raise a generation of snitches? Next thing you know kids will be paid to snitch on their parents when they think they're out of line.

And, as those of us with long memories will attest, it won't be the first time that's happened.

(Toronto Star, Saturday, December 4, 1993, reprinted with permission — The Toronto Star Syndicate.)



Alan Andrews

EDITORIAL / ÉDITORIAL

A 'promising' start for new minister of science, R&D

Dr. Jon Gerrard the new Secretary of State for Science, Research and Development, addressed the National Consortium of Scientific and Educational Societies on Dec. 9. Now MP for Portage-Interlake (Manitoba), Dr. Gerrard was previously Head of Pediatric Haematology/Oncology at the Winnipeg Children's Hospital and a professor in the Faculty of Medicine at the University of Manitoba.

Dr. Gerrard made it clear that the new government had not been surprised by the deficit it had inherited from the Conservatives. But the promises contained in *Creating Opportunity: the Liberal Plan for Canada* represented firm commitments by the Liberals, and, he said, "the government's commitment runs deep."

The Liberals had been aware that some of their promises required new money and he indicated that they were determined to find it.

This is apparently to be the case with respect to the promised increases in research funding. Dr. Gerrard repeated the specific promise to increase funding for research and development by \$100 million in 1994/95, \$200 million in 1995/96, \$300 million in 1996/97, and \$400 million in 1997/98.

Dr. Gerrard said the government intends to create "a culture of innovation in which science is front and centre." He said the government was committed to a Canadian technology network, as well as stable funding for the granting councils. He also indicated that when the government talked to the

provinces and municipalities about infrastructure funding, they wanted to include electronic highways. The minister spoke generally about major changes in education involving what he characterized as "information age structures." He foresaw major changes in the roles of teachers and methods of teaching. Some of this, he thought, was relevant to universities.

Finally, the minister noted that in future, many professions would need and benefit from higher learning. He cited, for instance, the usefulness of science backgrounds for bankers.

In answer to questions, the minister said that although (unlike his Conservative predecessor) he was not in the cabinet, he and the other secretaries of state were attending cabinet meetings

and "sitting at the table" on a rotating basis. He said he regarded it as a major part of his responsibility to make science more visible, exciting and relevant.

Dr. Gerrard acknowledged the difficulty of the financial situation, but said he considered it important to preserve what we have at present and build on that.

It would be easy to characterize Dr. Gerrard's presentation as long on rhetoric and short on substance. It is true that he did at times bear an uncanny resemblance to a drowning new minister clutching at his party's promises. What is most significant, however, was the evident willingness to consult with the relevant community. Then again it was one of the Liberals' promises to do just that.

Un début «prometteur» pour le nouveau secrétaire d'État aux Sciences, à la Recherche et au Développement

Le 9 décembre dernier, M. Jon Gerrard, nouveau secrétaire d'État aux Sciences, à la Recherche et au Développement, a prononcé une allocution devant les membres du Consortium National des sociétés scientifiques et pédagogiques. M. Gerrard, député de Portage-Interlake, au Manitoba, était auparavant responsable du service d'hématologie-oncologie du Children's Hospital de Winnipeg et professeur à la faculté de médecine de l'Université du Manitoba.

M. Gerrard a indiqué clairement que le nouveau gouvernement n'était pas surpris du déficit de taille «légère» par le Parti Conservateur. Toutefois, il a précisé que les Libéraux s'engageaient fermement à respecter les promesses électorales contenues dans le document intitulé *Pour la création d'emploi — Pour la relance économique Le Plan d'action libéral pour le Canada*. Ils savent qu'à l'heure actuelle, le gouvernement ne dispose pas des ressources nécessaires pour réaliser certaines promesses, mais ils sont déterminés à les trouver.

C'est ce qui semble être le cas pour l'augmentation promise du financement de la recherche. M. Gerrard a réitéré la promesse

électorale d'accroître le financement octroyé à la recherche et au développement à raison de 100 millions de dollars en 1994-1995, de 200 millions en 1995-1996, de 300 millions en 1996-1997 et de 400 millions en 1997-1998.

M. Gerrard a indiqué que le gouvernement avait l'intention de créer une culture fondée sur l'innovation, où la science aura une place de choix. Le gouvernement veut mettre en place un réseau canadien de technologie et assurer un financement stable aux conseils subventionnaires. Il a également indiqué que le gouvernement avait discuté avec les provinces et les municipalités des structures de financement ainsi que de la possibilité d'y inclure de nouveaux systèmes de communication électronique. Le Ministre a parlé de façon générale d'importants changements au niveau du système d'enseignement, notamment la mise en place de structures propres à l'ère de l'information. Il prévoit que le rôle des professeurs et des méthodes d'enseignement évolueront beaucoup, entre autres dans les universités.

Finalement, selon le Ministre, une formation plus poussée serait utile et nécessaire à de nombreuses professions, par exemple, une formation en sciences

pour les banquiers.

En réponse aux questions qui lui ont été posées, M. Gerrard a indiqué que, bien qu'il ne soit pas membre du Cabinet (contrairement à son prédécesseur conservateur), il assiste aux réunions, à l'instar des autres secrétaires d'État; chacun participe aux débats à tour de rôle. Par ailleurs, il est d'avis qu'une grande partie de ses responsabilités consiste à faire connaître la science et à la présenter comme un domaine intéressant et utile.

M. Gerrard reconnaît que la situation

financière est difficile, mais il considère qu'il est important de maintenir et d'améliorer notre niveau actuel.

Il serait facile de qualifier l'allocution de M. Gerrard de longue rhétorique superficielle, et il est vrai qu'à certains moments il ressemblait étrangement à un nouveau ministre s'accrochant désespérément aux promesses de son parti. Le plus important, toutefois, est l'évidente volonté de consulter les collectivités concernées, ce qui, une fois de plus, était une des promesses électorales des Libéraux.

CAUT Meeting Schedule

Meeting	Date	Location
Co-op Executive	Feb. 2	Ottawa
CAUT Executive	Feb. 2-3	Ottawa
Co-op Workshop	Feb. 3-4	Ottawa
Co-op Board	Feb. 4	Ottawa
CAUT Council	Feb. 5-6	Ottawa
The National Consortium of Scientific and Educational Societies	Feb. 10	Ottawa

Calendrier des réunions de l'ACPPU

Réunion	Date	Lieu
Comité de direction (Coopérative)	2 février	Ottawa
Comité de direction	2-3 février	Ottawa
Atelier coopérative de négociation collective	3-4 février	Ottawa
Coopérative de négociation collective	4 février	Ottawa
Conseil	5-6 février	Ottawa
Consortium national des sociétés scientifiques et pédagogiques	10 février	Ottawa

We're moving!

The Canadian Association of University Teachers will soon be moving to new premises. Effective March 1, 1994 please direct all correspondence to our new address at:

2675 Queensview Drive
Ottawa, ON K2B 8K2

Nous déménageons!

L'Association canadienne des professeurs et professeurs d'université déménagera bientôt dans de nouveaux locaux. À compter du 1 mars 1994 la nouvelle adresse sera:

2675 Queensview Drive
Ottawa, ON K2B 8K2

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COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Federal candidates forced to face education issues in Manitoba

Faculty associations in Manitoba joined with student unions, support staff bargaining units and alumni associations to make candidates in the last federal election focus on the issues facing post-secondary education.

Target:Education, a non-partisan coalition, was formed in mid-summer at the initiative of the student union at the University of Manitoba and in conjunction with the faculty association.

The coalition was formed to

raise the issues of higher education in two swing ridings in Winnipeg, and quickly included the student, faculty associations and support staff at the University of Winnipeg, Brandon University and at Red River Community College.

With the calling of the Oct. 25 federal election, all the candidates in the selected ridings were questioned and assessed on areas of concern to higher education. While no candidate was endorsed by the coalition, all were graded and a report

card was issued and made public in the final weeks of the campaign.

In raising awareness of post-secondary education issues, for both the electorate and the candidates, the coalition used mass leafleting in the targeted ridings as well as lawn signs and door cards which read "I'm an Education Voter."

The response of the candidates and the electorate was gratifying. Candidates and their campaign workers, upon seeing the lawn and door signs,

knew they were going to be questioned by informed electors regarding education issues. Where the candidates and their workers were not well versed on the issues, they soon became so.

Several candidates who had no idea of the levels of federal support for education or the issues involved soon had their staff representatives (and occasionally themselves) in the coalition headquarters for briefings on the issues.

Oct. 25 saw the election of

two candidates who had become well-informed on education issues and had taken the Target:Education campaign seriously.

All the participating members agreed that the experience was worthwhile. The coalition remains in place and is expected to target several more ridings for a provincial vote, possibly in the spring of 1994.

(Report prepared by Richard Orlandini, University of Manitoba Faculty Association.)

MORE FOR LESS

A Collective Bargaining Cooperative Workshop

Westin Hotel, Ottawa
Thursday February 3, 1994
(1:00 to 5:00 p.m.)

and Friday February 4, 1994
(9:00 a.m. - 12:00 p.m.)

The Collective Bargaining Cooperative is pleased to present a workshop entitled "More for Less", which will explore issues of workload and salary structures in universities. Workshop facilitators will examine the issues from different perspectives — government, faculty associations, collective bargaining, equity.

THE WORKSHOP WILL INCLUDE SESSIONS ON:

- Salary structures and initiatives toward greater "flexibility"
- Effect of cutbacks on equity
- Workload provisions in faculty collective agreements
- Developing workload grievances and contract language

THE WORKSHOP WILL BE OF INTEREST TO FACULTY MEMBERS WHO:

- Are involved in negotiations
- Participate in grievance handling
- Are interested in exchanging information with other associations
- Wish to explore issues concerning salary structures and workload in the university workplace.

REGISTRATION: There is no registration fee for members of the CAUT Collective Bargaining Cooperative. A \$125 registration fee will be charged to non-members of the CAUT Collective Bargaining Cooperative.

For more information,
contact
Louise Desjardins at
(613) 237-6885.

«PLUS AVEC MOINS»

- un atelier présenté par la Coopérative de négociation collective

Hôtel Westin, Ottawa
Le jeudi 3 février 1994
(de 13 h à 17 h)

et le vendredi 4 février 1994
(de 9 h à 12 h)

La Coopérative de négociation collective a le plaisir de présenter un atelier intitulé «Plus avec moins» qui permettra d'examiner les questions liées à la charge de travail et à la structure des salaires dans les universités. Les animateurs traiteront des aspects en cause à partir de perspectives différentes — des gouvernements, des associations de professeurs, de la négociation collective, de l'équité.

L'ATELIER PORTERA SUR LES ASPECTS SUIVANTS:

- La structure des salaires et les initiatives en vue d'une plus grande «souplesse»
- Les conséquences des compressions budgétaires sur l'équité
- Les dispositions sur la charge de travail prévues dans les conventions collectives des professeurs
- La formulation de griefs reliés à la charge de travail et la rédaction du libellé des contrats

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- participent à des négociations
- participent au règlement de griefs
- sont intéressés à partager de l'information avec d'autres associations
- désirent en connaître plus sur la structure des salaires et la charge de travail dans le milieu universitaire.

INSCRIPTION: Il n'y a pas de frais d'inscription pour les membres de la Coopérative de négociation collective. Les frais d'inscription sont de 125 \$ pour toute autre personne.

Pour plus d'information, prière de
communiquer avec Louise Desjardins
au (613) 237-6885.

SALARIES OF ASSISTANT PROFESSORS 1991 - 1993

TRAITEMENTS DES PROFESSEURS ADJOINTS ET PROFESSEURES ADJOINTES

INSTITUTION	NUMBER NOMBRE	1992		1991	
		MEAN \$ MOYENNE	MEOIAN \$ MÉOIANE	10TH PERCENTILES 10e	90TH PERCENTILES 90e
Memorial	189	42494	42800	36450	48950
UPEI	48	51792	51800	40550	64075
Acadia	42	45834	46250	39000	50425
Ste-Anne	9	38174	37275		
Dalhousie	87	48104	46300	41850	54200
Mt. St. Vincent	60	47899	48850	41475	52400
NSCAD	9	40138	41400		
St. Francis Xavier	48	42421	42525	38350	48350
Saint Mary's	51	46048	45050	41050	55675
Cape Breton	24	37948	36850	33600	42800
Mount Allison	12	43907	44175		
UNB	96	48496	47550	43350	55100
Moncton	63	44945	45450	38700	50825
Guelph	144	61302	60950	50600	73100
Lakehead	66	54152	53000	46800	61750
Laurentian	105	55222	54350	46550	66050
McMaster	114	55656	53900	43450	69550
Ottawa	210	55644	54650	46050	63250
Queen's	162	55001	53725	41275	68975
Toronto	255	56949	57450	41875	71250
OISE	15	61929	61150	59100	72800
Trent	42	52678	52200	45950	57700
Waterloo	171	56666	56575	43775	68700
Western	192	54868	53325	42900	71650
Windsor	96	56043	55000	44050	70875
Wilfrid Laurier	72	55800	52975	42200	74300
Brandon	45	47360	46850	40275	54300
Winnipeg	42	44600	43200	37700	52800
Regina	72	50477	51000	44250	56550
Alberta	201	52358	50350	44300	66125
Calgary	198	48746	48000	42000	57000
Lethbridge	90	46341	45650	37600	55600
UBC	366	57422	56600	48450	67950
Royal Roads	9	49885	50975		
Simon Fraser	123	54152	53875	44400	65000
Victoria	159	50295	48650	43500	59525
Total	3777	52229	51775	41600	65175

SOURCE:

Statistics Canada. Postsecondary Education Section. Unpublished data. Non-medical/dental staff only. All subjects combined. Without senior administrative duties. 1992-93 and 1991-92.

Statistique Canada. Section d'éducation postsecondaire. Données non publiées. Excluant le personnel médical/dentaire. Toutes les matières. Personnel sans fonctions de haute direction. 1992-93 et 1991-92.

NOTES:

All frequencies are randomly rounded to multiples of three. Where no data have been provided, either there are no individuals in the category or, for reasons of confidentiality, there are too few individuals to permit disclosure of salary information. Salary data for 1992-93 are not yet available for a number of institutions.

Les chiffres de fréquences ont été arrondis au hasard en multiples de 3. L'absence de données signifie qu'il n'y a pas de cas dans la catégorie ou bien que le nombre de personnes en cause est trop restreint pour permettre de divulguer les données sur leur traitement, par mesure de confidentialité. Les données salariales de 1992-1993 ne sont pas encore disponibles pour un certain nombre d'universités.

* = A slightly different group of universities is included in the total mean calculation for 1991-1992.

* = Un groupe légèrement différent d'universités est compris dans le calcul moyen total de 1991-1992.

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Linda Winkler

LIBRARIANS / BIBLIOTHÉCAIRES

Gender bias undermines status of academic librarians

Males have easy access to top administrative positions while women are 'ghettoized' in the profession

For the past decade there has been increasing interest among academic librarians in equity issues and with it an awareness that working conditions, status and salaries have a gender component.

Recent literature suggests that among female-intensive professions such as librarianship and social work there is a pervasive gender-bias that may undermine the professional and academic aspirations of women.

Though not all librarians subscribe to this so-called "feminization hypothesis" believing that gender does not necessarily equal destiny, the theory does provide useful insights into the marginal role of librarians in the academy.

Women librarians have long noted the pre-eminence of their male colleagues in the bureaucratic hierarchies characteristic of most libraries. Some realize that hierarchical control is essentially a male concept that serves the dual purpose of allowing male librarians relatively easy access to top

administrative positions while ghettoizing women in lesser ranks.

Indeed, senior appointment committees, usually male dominated, often appear eager to elevate outsiders, also male, to managerial roles, while disregarding equally qualified female internal candidates of long and distinguished service.

The assumption that administrative positions are best filled by external "expert" male candidates, whose credentials may not even emphasize librarianship, is deplorable.

Similarly, the relatively low status and salaries of academic librarians compared to faculty has as much to do with gender considerations as credentials or research.

Studies show that librarians continue to be regarded stereotypically and pejoratively as the hand-maidens of faculty, overly service-oriented, less rigorous than other professionals and lacking in a foundation of theoretical knowledge.

In part it may be argued that

this viewpoint represents a degree of faculty inattention. The fact that librarians increasingly teach, carry out research and seek professional autonomy within captive authoritative bureaucracies is unrecognized.

In these respects, academic librarianship is continuing in an evolutionary process toward the faculty model while maintaining a foundation in its service base.

Though some may interpret this trend as spurious, many librarians believe that achieving academic status offers them the

broadest and most varied opportunities in our universities while enabling librarians to maintain a lively professional commitment.

The feminine hypothesis has much to commend it in offering librarians a perspective that can illuminate women's collective experience as professionals in academe, but it fails to acknowledge that changing the face of a profession is an on-going and sometimes painful process.

Achieving status as women and professionals with academic objectives is a relatively new concept which may not be achievable in one generation.

Many mature librarians realize how much academic librarianship has already changed in the past thirty years, moving away from its feminized semi-clerical foundation, and toward one which successfully combines many elements of both the male and female professional and academic experience.

(Linda Winkler is the chairperson of the CAUT Librarians Committee.)

Des préjugés sexistes qui minent le statut des bibliothécaires

Les femmes n'accèdent pas aux postes administratifs

Depuis les dix dernières années, les bibliothécaires d'université s'intéressent de plus en plus aux questions d'équité et sont conscients que les conditions de travail, le statut et les traitements comportent un élément sexiste.

D'après des études récentes, on constate que les professions à majorité féminine, entre autres la bibliothéconomie et le travail social, sont envahies par un parti pris contre l'autre sexe qui peuvent miner les aspirations professionnelles et universitaires des femmes.

Bien que ce ne soient pas tous les bibliothécaires qui souscrivent à cette soi-disant hypothèse de la féminisation, selon laquelle sexe et destinée ne vont pas nécessairement de pair, la théorie nous éclaire toutefois utilement sur le rôle marginal des bibliothécaires d'université.

Depuis longtemps, les femmes bibliothécaires constatent que leurs collègues masculins occupent les postes en vue de la hiérarchie administrative de la plupart des bibliothèques. Certaines sont conscientes que ce contrôle hiérarchique est essentiellement un concept masculin ayant pour double conséquence de permettre aux hommes d'accéder assez facilement à des postes supérieurs tout en confinant les femmes aux rangs inférieurs.

De fait, les comités de nomination de cadres supérieurs, habituellement dominés par des hommes, semblent empressés d'offrir une promotion à des collègues de l'extérieur de la bibliothèque, également des

hommes, et ignorent des candidates qualifiées et remarquables possédant une longue expérience au sein de la bibliothèque.

Il est déplorable que l'on présume que des candidats «spécialistes», dont les diplômes et attestations ne mettent peut-être même pas en valeur la profession de bibliothécaire, soient les mieux aptes à occuper des postes administratifs.

De même, le statut et les traitements relativement inférieurs des bibliothécaires par rapport aux professeurs sont autant tributaires de considérations sexistes que de questions reliées aux diplômes ou à la recherche.

Des études révèlent que les bibliothécaires sont encore victimes de stéréotypes et de préjugés. On les considère comme les servantes des professeurs, surtout centrées sur les services, moins rigoureux que d'autres professionnels et manquant d'un fonds de connaissances théoriques.

On peut avancer que ce point de vue marque un certain degré d'inattention de la part des professeurs. On ne reconnaît pas le fait que, de plus en plus, les bibliothécaires enseignent, effectuent des recherches et tentent d'obtenir une autonomie professionnelle au sein d'une bureaucratie autoritaire et contraignante.

Sur ce point, les bibliothécaires d'université continuent d'évoluer dans le sens du modèle des professeurs tout en maintenant

une base pour les services qu'ils ou elles offrent.

Bien que certains puissent interpréter cette tendance comme trompeuse, nombre de bibliothécaires estiment que l'atteinte d'un statut universitaire leur offre les débouchés les plus larges et les plus diversifiés dans nos universités tout en leur permettant de maintenir un engagement professionnel stimulant.

L'hypothèse féministe a beaucoup à offrir en proposant aux bibliothécaires une perspective qui peut éclairer l'expérience collective des femmes en tant que professionnelles à l'université. Elle ne reconnaît pas toutefois que modifier une profession est un processus continu et parfois douloureux.

En effet, l'atteinte d'un statut en tant que femmes et professionnelles avec des objectifs universitaires est un concept relativement nouveau qui ne se réalisera pas en l'espace d'une génération.

De nombreux bibliothécaires chevronnés se rendent compte à quel point leur profession a évolué au cours des trente dernières années. Elle est passée d'une occupation dominée par des femmes et semi-professionnelle à une profession qui regroupe avec succès de nombreux éléments venant tant de l'expérience professionnelle et universitaires des hommes que celle des femmes.

(Linda Winkler est présidente du Comité des bibliothécaires)

Brace for impact of new information policies

Bill Zwerman and Bob Moore

Information policy has become a focus of renewed attention in recent years. Much of the current concern is created by the expansion of new information technologies coupled with an inability to maintain reliance on older technologies, either for financial or technical reasons.

Two national conferences, one in December of 1992 and one in December 1993, have focused upon the need for a serious reevaluation and revision of information policies in Canada.

The questions confronting us have no simple answers and no answers at all that will serve the normal pace of government decisional schedules. Technology is changing quickly and new response mechanisms are required.

Copyright

Producer vs. user and privacy vs. access

Much has been written about our copyright legislation and lack thereof of supplementary responses. We have maintained a constant concern for privacy and access to information in the past. What we are confronting now are technological changes of an extraordinary nature without an adequate response from universities, faculties, libraries and other academic or administrative units.

Our problems go far beyond those involving general values and issues to concrete concerns regarding the operation of universities. They influence such matters as governance. They affect terms and conditions of employment for association members.

University personnel

Two specific concerns come to mind. First, the new technologies are rapidly leading to a change in skill requirements for university employment at differing rates in different sectors of the university. The immediate results of this will be demands for retraining which may be associated with serious concerns for invoking the concept of personnel redundancy.

Second, as new forms of technologies link previously independent institutions, then the terms and conditions of academic staff contracts will change in recognition of overlapping jurisdictions and institutional responsibilities.

The first group to be directly affected in a serious way by these changes are academic librarians. Old skills are becoming obsolete and new skills associated with the new technologies are becoming basic requirements of new libraries. The magnitude of changes already affecting librarians will soon extend into the core faculty.

These changes may or may not be linked to emerging management philosophies such as total quality and knowledge systems. Traditional cataloguing and bibliographic or technical services are among the initial victims of the information highway's effect.

Reoriented public services and the integration of government documents into the mainstream of collection development are all other byproducts of these trends and the current technological movement.

It is important that we take these changes seriously and alert our associations and administrations to focus upon the impact of the new technologies, on the operations of the universities, and on the health and productivity of employees.

Negotiations must take these concerns into account. Members' futures are at stake. The career paths of educators and information professionals have been and continue to be shaped by Canada's technological advances including projects like CANARIE.

(Bill Zwerman is a faculty member in the Sociology Department at the University of Calgary; Bob Moore is a research officer at CAUT.)

Electronic plagiarism: A cautionary tale

Elizabeth Watson
Government documents/
administrative studies library

I recently underwent an electronic epiphany while working on a public workstation in the library. A student next to me was searching a database which indexed articles and included an extensive abstract in the record. He downloaded the information onto a disk, plugged in his portable PC, and called up an essay he was in the midst of writing. He then copied the complete abstract into the text of his essay. I remarked upon how well he was adapting to this technology. I also asked how he was planning to cite the abstract. He admitted that it hadn't occurred to him to reference the fact that he had not writ-

ten this paragraph of his essay. We had a brief discussion on the ethics of incorporating someone else's work into an essay without citing it, but I was unable to persuade him that this was plagiarism.

The nature of digital technologies permits the rapid and accurate copying of information. One cannot dispute the benefits of these technologies, but I wonder how many of us are aware of the misuse and abuse of it. Copyright issues are important, but in this brief article, I would like to alert everyone to the potential for plagiarism.

When one considers all of the possibilities such as electronic journals, electronic bulletin boards, full text files available via

the Internet and online from commercial vendors, databases available in libraries on CD ROM or through CiteLine, it becomes clear that this is an issue of immediate concern. In any handouts and in all discussions about plagiarism, we need to help the user understand that electronic materials, as well as print materials, must be referenced. In addition, it is important to stress that referencing electronic sources is a way of sharing information so that others may have access to these still relatively unknown resources.

(Reprinted from Core, The Newsletter of the Centre for the Support of Teaching (CST), York University, Vol. 4, No. 2, November 1993.)

1993 Bulletin readership survey results

In early 1993, the CAUT Executive Committee, which serves as the editorial board for the *CAUT Bulletin*, decided to conduct a survey among readers of the *Bulletin* in order to obtain input that could help the association to provide its members with an improved publication.

As a first step, a draft questionnaire was prepared and circulated at the May 1993 Council meeting.

After an analysis of the comments on the 70 returned questionnaires, the survey was altered and the final version was then distributed to CAUT members as an insert in the June issue of the *Bulletin*.

In total, 31,000 questionnaires were distributed in June. By August 31, 1,080 had been

returned — a response rate of 3.5 per cent. Without examining the low response rate in any detail, we analyzed the information gathered, bearing in mind that the *Bulletin* is a major expense in the CAUT budget and is also the official means of communication with the individual members of the association.

Reading habits

Nearly 40 per cent of respondents said they regularly read all of the *Bulletin* content, whereas 55 per cent said they read some of the regular or special features. In addition, nearly 70 per cent of respondents were long-term readers having read the *Bulletin* for over six years.

Evaluation of articles and features

The classified advertising, salary and pension data, editorials, letters and the income tax guide are regularly read by half of the readers. On the other hand, CAUT committee news, Council reports, conference reports, the collective bargaining and economic benefits page and tribute libre/commentary were not popular among our readers; 80 per cent of respondents did not read them regularly. A number of comments criticized the *Bulletin* as supporting a position based on *political correctness*.

Evaluation of content and format

More than 70 per cent of respondents thought the present format is either "good" or "excellent." Although numerous readers suggested possible improvements in format, it was interesting to note that few came from those in the long-term reader category.

The survey results underline two trends among the readership. One group advocated keeping the same content while improving the format with the use of more statistics, charts, graphs, photos and cartoons; shorter news items and succinct analyses. These readers also suggested altering the present size, publishing monthly and preparing an annual index.

The second group of readers opposed any changes in paper, typefaces and publishing schedule.

Level of interest

On the whole, all content was considered important to the readership. Those who have been reading the *Bulletin* for less than two years indicated they would appreciate tips on teaching strategies.

Readers expressed strong interest in the job vacancy advertisements and several suggested they be made accessible to graduate students. This interest in

the classifieds, which was more pronounced for newer readers, coupled with the readers' apparent interest in government policies in post-secondary education, suggests there is some mobility and an awareness of labour conditions in the Canadian academic community.

Nearly 40 per cent of the group of readers who responded to this survey indicated they would prefer an English-only version of the *Bulletin*. Most of the remaining 60 per cent of respondents preferred either a completely or partially bilingual publication.

Thirty-eight per cent of respondents indicated they were active in their local faculty association, and the largest proportion of respondents was from Ontario.

In spite of the relatively low response rate, this exercise has permitted us to make a cursory evaluation of the features, content and current format of the *Bulletin*. Conducting this survey has also provided an opportunity for readers to pass on numerous comments, observations and criticisms about both CAUT and the *Bulletin*.

We would like to thank all those who took the time to complete the questionnaire. Your input was most appreciated.

Résultats du sondage sur les habitudes de lecture du Bulletin

Au début de 1993, le Comité de direction de l'ACPPU, qui agit à titre de comité de rédaction du *Bulletin* de l'ACPPU, a décidé de mener un sondage auprès des lecteurs du *Bulletin* afin de recueillir des commentaires susceptibles d'aider l'association à présenter à ses membres une publication améliorée.

La première étape a consisté à rédiger un projet de questionnaire et à le distribuer à l'assemblée de mai 1993 du Conseil. À la suite d'une analyse des résultats des 70 questionnaires retournés, l'instrument a été modifié. La version finale du questionnaire a ensuite été expédiée aux membres de l'ACPPU sous forme d'encart dans le *Bulletin* du mois de juin dernier.

Au total, 31 000 questionnaires ont été distribués en juin. Au 31 août, nous avions reçu 1 080 questionnaires, soit un taux de réponse de 3,5 p. 100. Sans vraiment chercher à s'interroger sur la validité d'un faible taux de retour, nous avons procédé à l'analyse des informations recueillies tout en songeant au fait que le *Bulletin* représente une dépense majeure dans le budget de notre association et qu'il est aussi l'organe officiel de communication avec ses membres.

Habitudes de lecture

Près de 40 p. 100 des répondants affirment lire régulièrement tout le contenu du *Bulletin* tandis que 55 p. 100 affirment lire régulièrement certaines chroniques ou articles de fond. De plus, près de 70 p. 100 sont des lecteurs de longue date puisqu'ils lisent le *Bulletin* depuis plus de six ans.

Évaluation des chroniques régulières et des articles de fond

La moitié des lecteurs prend régulièrement connaissance des annonces classées, des articles sur les traitements et les pensions, des éditoriaux, le courrier des lecteurs et le guide de l'impôt sur le revenu. Par ailleurs, les comptes rendus des activités des comités de l'ACPPU, des assemblées du Conseil et des conférences, la chronique sur les négociations collectives et les avantages économiques ainsi que la tribune libre sont ignorés régulièrement par 80 p. 100 des répondants. Nous avons reçu de nombreux commentaires qui critiquent la position du *Bulletin* qui semble se fonder sur la rectitude politique.

Évaluation du contenu et du format

Plus de 70 p. 100 des répondants jugent que le format actuel est «bon» ou «excellent». Bien que de nombreux lecteurs

suggèrent des améliorations possibles, il est intéressant de noter que peu de ces personnes font partie de la catégorie des lecteurs de longue date.

Les résultats du sondage révèlent deux tendances. Les tenants de la première nous encouragent à garder le même contenu tout en améliorant la présentation physique à l'aide de plus de statistiques, de graphiques, de tableaux, de photos et de caricatures. Ces lecteurs suggèrent également de modifier le format actuel, à publier mensuellement et à préparer un index annuel.

La seconde tendance révèle une forte opposition au changement de la qualité du papier, des caractères d'imprimerie et de la fréquence de publication.

Niveau d'intérêt

Dans l'ensemble, tout le contenu est jugé important. Les professeurs qui lisent le *Bulletin* depuis moins de deux ans indiquent qu'ils aimeraient recevoir des conseils sur les stratégies d'enseignement.

Les lecteurs sont très intéressés par les annonces d'offres d'emploi et plusieurs ont suggéré qu'elles soient rendues disponibles aux étudiants diplômés. Cet intérêt pour les annonces classées, plus prononcé pour les nouveaux lecteurs, jumelé avec l'intérêt apparent des lecteurs face aux politiques gouvernementales en matière d'éducation postsecondaire, laisse supposer qu'il existe une certaine mobilité et une sensibilisation aux conditions de travail du milieu universitaire canadien.

Près de 40 p. 100 des répondants au sondage indiquent qu'ils préféreraient recevoir une version bilingue anglophone du *Bulletin*. Les autres, pour la plupart, préféreraient une publication partiellement ou complètement bilingue.

En outre, 38 p. 100 des répondants sont actifs au sein de leur association locale et le plus grand nombre de répondants provenaient de l'Ontario.

Malgré le taux relativement faible de réponses, l'exercice nous a permis de faire une évaluation superficielle des chroniques, du contenu et de la présentation actuelle du *Bulletin*. Le sondage a également donné l'occasion aux lecteurs de formuler de nombreux commentaires, observations et critiques au sujet de l'ACPPU et du *Bulletin*.

Nous aimerions remercier toutes les personnes qui ont pris le temps de répondre au questionnaire. Nous en sommes des plus reconnaissants.

UNESCO moves

continued from page 1

ble only because it was a joint recommendation between UNESCO and ILO.

The two organizations have different areas of competence. Matters relating to employer/employee relations fall within the ILO mandate. Only with their concurrence is it possible to produce a joint declaration similar to the one for teachers.

In my meeting at the ILO the officer in charge said the ILO was not interested in pursuing a joint instrument on this subject. There were several reasons which included financial, logistical, the fact that academic staff are not generally members of employee organizations participating in the ILO through a national labour organization (CAUT not being a member of the CLC was specifically cited) and that, even worldwide, academics constitute only a small elitist group.

During November the document started to take shape. I attended an eight-day ILO Conference on Teachers where WCOTP accredited me as part of their delegation and I was introduced to Rita Lakin of UNESCO. Madame Lakin offered to arrange a consultancy at UNESCO in the Education Division.

We agreed to formalize the consultancy during early December when I would return to Paris for an OECD meeting on higher education. Several days were spent at UNESCO meeting with individuals concerned with education and higher education and exchanging copies of documents relevant to the project.

By mid-January the first draft was completed and forwarded to the ICUTO sub-committee members for comment. Once the draft had been sent I moved from WCOTP near Geneva to Paris to take up my consultancy

at UNESCO.

Madame Lakin provided me with an office next to the Programme Specialist dealing with Higher Education, Mr. Dimitri Beridze. The section was provided with a copy of the draft for comment and were pleased to have a document which moved beyond previous feasibility studies to express the principles in international instrument type language.

Shortly after my return, the Canadian Commission on UNESCO's consultant on the feasibility study ordered by the General Conference arrived. The consultant turned out to be Professor Ramzi Salame, former President of the Syndicat des professeurs de l'Université Laval, who I knew from CAUT Council meetings.

We were able to collaborate on the project by exchanging information, background documents and convening meetings with non-governmental organizations to discuss the normative instrument and the form it might take (convention, recommendation or protocol). Throughout the consultancy, UNESCO personnel were supportive and provided extensive resources. We especially benefited from the unflinching assistance of the librarian in the education section, Madame Noha Akki.

ICUTO met in Washington shortly after my sabbatical ended in April and the sub-committee presented the initial version. It was agreed that ICUTO members would forward comments and suggested changes within six months so that a final version could be prepared for adoption at the Berlin meeting (September 1993). The ICUTO meeting in Berlin reviewed the document clause by clause and voted for it. Once ICUTO adopted the document it became imperative for each organization to

lobby its delegation to the UNESCO 27th General Conference to ensure passage of the study prepared by Professor Salame which concluded that a normative instrument was feasible and that it should be a recommendation.

Dr. Savage and I met with Mariette Hogue at the Canadian Commission on UNESCO. NGO's were lobbied with the National Education Association (U.S.A.) taking the matter up with Education International. Other ICUTO members worked tirelessly with their delegations.

A truly collaborative effort was mounted and the General Conference agreed to move forward to regulate higher education personnel through a recommendation. UNESCO faxed me the good news and CAUT relayed it to ICUTO. Through the offices of FQPPU President M. Roch Denis our colleagues in Québec translated the document into French.

The next step will be the organization of a small group of governmental experts to meet, presumably in 1994, under the auspices of UNESCO to further examine the draft recommendation.

Hopefully, the 28th General Conference in 1995 will approve a Recommendation on the Status of Higher Education Personnel for adoption by members states. If it does so, it will be in no small measure thanks to the work of CAUT and ICUTO.

(Pat Finn, LL.M. is the Business Agent of the Carleton University Academic Staff Association and is a graduate of Carleton University and The London School of Economics.)

A copy of Text of the Recommendation concerning Higher Education Personnel can be obtained by contacting Johanne Smith at CAUT or your local faculty association.



Tim Sturt

FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

Prime Minister Chrétien names MPs to back-up team

Four new parliamentary secretaries will have a voice in academic concerns

Jean Chrétien has appointed his back-up team, naming 23 new and re-elected Liberal MPs as parliamentary secretaries to assist cabinet ministers. Among the up-and-coming parliamentarians named on Dec. 6 are four appointments of special interest to the academic community.

Toronto-area MP Maurizio Bevilacqua was named to assist Human Resources Minister Lloyd Axworthy. Among the issues that Bevilacqua may deal with are the federal government's education support activities which include post-secondary education payments to the provinces and territories and the Canada Student Loans Program.

First elected to the Commons for the riding of York North in 1988, Bevilacqua has served as the Official Opposition spokesperson on several issues, including youth and employment. Before entering politics he was president of the Italian-Canadian Students' Association in 1980/81 and was a member of the Council of York University's Student Federation in 1982/83.

Another Toronto-area MP, Dennis Mills, was appointed to assist Industry Minister John Manley with, among other issues, overall responsibility for federal science policy. Mills was an entrepreneur before his election to the Commons as the MP for Broadview-Greenwood in 1988.

A faculty member and MP for Winnipeg North Centre, David Walker, was named parliamentary secretary to Finance Minister Paul Martin. Among the many financial questions affecting the academic community that Walker will deal with is

the issue of federal tax credit and cash transfers to the provinces for post-secondary education under Established Programs Financing.

Before being elected to the Commons in 1988, Dr. Walker worked for 14 years as a professor at the University of Winnipeg. He was a board member for the Social Sciences and Humanities Research Council from 1978 to 1983 and was research director for the Angus Reid polling firm in 1985/86.

The final parliamentary secretary appointment that is noteworthy for the academic community involves Manitoba MP Ron Duhamel. Official Opposition critic for post-secondary education before the Oct. 25 federal election, Duhamel was named to assist Public Works Minister David Dingwall.

Parliamentary secretaries earn an additional \$10,500 (on top of the regular MP's salary of \$64,400 and tax-free expense allowance of \$21,300) for assisting ministers with both their parliamentary and departmental responsibilities.

They are expected to exercise a greater degree of influence in government than in the past because Prime Minister Chrétien considers the secretary's position as having been an important first step in his own political career.

Members named to Medical Research Council

Four new members have been appointed to the Medical Research Council of Canada. Two others have been

reappointed and one new associate member has been named.

The new members are Drs. David Goltzman, Ian Hart, Kevin Keough and Bernard Leduc. Drs. Judith Kazimirski of Windsor, Nova Scotia, and Samir Chebeir of St-Laurent, Québec, have been reappointed to second three-year terms. Ms. Michèle Jean, deputy minister of Health Canada, replaces Jean-Jacques Noreau as an associate member.

Dr. Goltzman is physician-in-chief and director of the calcium research laboratory at Montréal's Royal Victoria Hospital and a professor of medicine and physiology at McGill University. He joined McGill as an assistant professor in 1975. Dr. Goltzman's major research interest is hormone regulation of calcium and skeletal homeostasis and the influence of tumours on the skeleton and on calcium metabolism.

Dr. Ian Hart is a professor of medicine at the University of Ottawa and the Ottawa Civic Hospital. He is a practicing endocrinologist with a special interest in thyroid disorders and has been a full-time faculty member at the University of Ottawa for 24 years.

Since 1969 Dr. Hart has served terms as head of research at the Ottawa Civic Hospital and from 1979 until 1987 was chief of the department of medicine. For part of that time he was also deputy chair of the university department of medicine. In 1988 Dr. Hart founded the Canadian Association for Medical Education, an organization which now has 600 members

across Canada.

Dr. Kevin Keough is vice-president of research at Memorial University of Newfoundland, where he is also professor of biochemistry, with cross-appointment in pediatrics. He has taught at Memorial since 1972 and served as head of its biochemistry department from 1986 to 1992.

Dr. Keough has been an MRC grantee for two decades. His research interests are primarily in the study of physical form and function in pulmonary surfactant and biological membranes. He is a past-president of the Canadian Society for Biochemistry and Molecular Biology and of the Canadian Federation of Biological Societies.

Dr. Bernard Leduc is regional director of the Wyeth-Ayerst Research, Clinical Research & Development Centre in Montréal. He is also an associate professor of pharmacology at the Université de Sherbrooke as well as the chief science officer and member of the executive board of Wyeth-Ayerst Canada Inc.

Dr. Leduc practiced obstetrics and gynaecology for 20 years and until 1989 was a full-time professor of obstetrics and gynaecology at the Université de Montréal. He is a past president of l'Association des médecins de langue française du Canada and a life member of its general council. In 1991 Dr. Leduc sat on the executive board of the Science Council of Canada. He is currently president of the board of directors of the Roger Gaudry Foundation.

(Tim Sturt is a Government Relations Officer at CAUT.)

Le premier ministre Chrétien nomme des secrétaires parlementaires

Quatre nouveaux secrétaires parlementaires pour les dossiers universitaires

Le 6 décembre, Jean Chrétien a nommé son équipe de secrétaires parlementaires, soit 23 députés Libéraux, de nouvelles recrues et d'autres réélus, qui seconderont les ministres du Cabinet. Parmi ces nominations, quatre intéressent particulièrement le milieu universitaire.

Maurizio Bevilacqua, député de la région de Toronto, secondera le ministre du Perfectionnement des ressources humaines, Lloyd Axworthy. M. Bevilacqua s'occupera entre autres des activités du gouvernement fédéral en matière de soutien à l'éducation, ce qui comprend les paiements de transfert aux provinces et aux territoires au titre de l'enseignement postsecondaire et le Programme canadien de prêts aux étudiants.

Élu pour la première fois en 1988 à la Chambre des communes pour représenter le comté de York Nord, M. Bevilacqua a été critique de l'opposition officielle pour plusieurs dossiers, notamment la jeunesse et l'emploi. Il était président de l'association des étudiants italo-canadiens en 1980-1981 et membre du conseil de la Fédération des étudiants de l'Université York en 1982-1983.

Dennis Mills, également député de la région de Toronto, a été nommé pour aider le ministre de l'Industrie, John Manley. Il s'occupera globalement, entre autres, de la politique du fédéral en matière de science. Mills était

entrepreneur avant son élection en 1988 à la Chambre des communes à titre de député de Broadview-Greenwood.

David Walker, professeur et député de Winnipeg Nord-Centre, a été nommé secrétaire parlementaire de Paul Martin, ministre des Finances. Il s'occupera de nombreuses questions financières touchant le milieu universitaire, dont la question des crédits fiscaux du fédéral et les paiements de transfert en espèces aux provinces au titre de l'enseignement postsecondaire en vertu du Financement des programmes élablis.

Avant son élection à la Chambre des communes en 1988, M. Walker avait enseigné pendant 14 ans à l'Université de Winnipeg. De 1978 à 1983, il a été membre du conseil d'administration du Conseil de recherches en sciences humaines et a été directeur de recherche de la maison de sondage Angus Reid en 1985-1986.

Le quatrième secrétaire parlementaire est bien connu du milieu universitaire. Il s'agit du député du Manitoba Ron Duhamel. Avant les élections fédérales du 25 octobre, il était porte-parole de l'opposition officielle pour l'enseignement postsecondaire. M. Duhamel prêterait main forte à David Dingwall, ministre des Travaux publics.

En plus de leur traitement habituel de député, qui s'élève à 64 400 \$, et de l'allocation de 21 300 \$ nette d'impôt pour leurs dépenses, les secrétaires

parlementaires auront droit à 10 500 \$ de plus pour aider le ministre auquel ils sont affectés dans ses tâches parlementaires et ministérielles.

On s'attend à ce qu'ils exercent une plus grande influence au gouvernement que par le passé. En effet, le premier ministre Chrétien estime que le poste de secrétaire parlementaire a constitué une première étape importante dans sa propre carrière politique.

Nominations au Conseil du CRM

On a nommé quatre nouveaux membres au conseil d'administration du Conseil de recherches médicales du Canada, renouvelé le mandat de deux autres et nommé un nouveau membre associé.

Les nouveaux membres sont les docteurs David Goltzman, Ian Hart, Kevin Keough et Bernard Leduc. Les docteurs Judith Kazimirski, de Windsor (N.-É.) et Samir Chebeir, de St-Laurent (Québec) se sont vu confirmer un deuxième mandat de trois ans. Mme Michèle Jean, sous-ministre de la Santé, remplace M. Jean-Jacques Noreau à titre de membre associé.

Le Dr Goltzman est médecin-chef et directeur du laboratoire de recherche sur le calcium de l'hôpital Royal Victoria de Montréal. Il est également professeur de médecine et de physiologie à l'université McGill. En 1975, il a obtenu un poste de professeur adjoint à l'université McGill. Le Dr Goltzman s'intéresse tout particulièrement à la régulation hormonale du calcium, à l'homéostasie du squelette et aux répercussions des tumeurs sur le squelette ainsi que sur le métabolisme du calcium.

Le Dr Hart est professeur de médecine à l'Université d'Ottawa et à l'hôpital Civic d'Ottawa. Il a un cabinet de consultation en endocrinologie et s'intéresse tout particulièrement aux troubles thyroïdiens. Il est membre à plein temps du corps professoral de l'Université d'Ottawa depuis 24 ans.

Depuis 1969, le Dr Hart a rempli plusieurs mandats comme chef de la recherche à l'hôpital Civic d'Ottawa et il a

occupé, entre 1979 et 1987, le poste de chef du département de médecine de l'université. Pendant une partie de cette période, il a également occupé les fonctions de vice-doyen du département de médecine. En 1988, il a fondé l'Association canadienne pour l'éducation médicale, organisme qui compte aujourd'hui 600 membres de tout le Canada.

Le Dr Kevin Keough est vice-président (recherche) de l'Université Memorial de Terre-Neuve, où il est professeur de biochimie, en plus d'enseigner au département de pédiatrie. Il enseigne à l'université depuis 1972 et a été chef du département de biochimie de 1986 à 1992.

Le Dr Keough détient des subventions du CRM depuis deux décennies. Il s'intéresse principalement à l'étude de la forme physique et de la fonction du surfactant pulmonaire et des membranes biologiques. Il a été président de la Société canadienne de biochimie et de biologie moléculaire et de la Fédération canadienne des sociétés de biologie.

Le Dr Leduc est directeur régional de Wyeth-Ayerst Recherche, Centre de recherche et de développement cliniques, à Montréal. Il est professeur adjoint de pharmacologie à la faculté de médecine de l'Université de Sherbrooke. En outre, il occupe le poste d'agent scientifique en chef et il est membre du conseil d'administration de Wyeth-Ayerst Canada Inc.

Le Dr Leduc a exercé l'obstétrique et la gynécologie pendant 20 ans et, jusqu'en 1989, il était professeur à plein temps d'obstétrique et de gynécologie à l'Université de Montréal. Il a été président de l'Association des médecins de langue française du Canada et il est membre à vie du Conseil général de cet organisme. En 1991, le Dr Leduc a siégé au conseil d'administration du Conseil des sciences du Canada. Il est actuellement président du conseil d'administration de la Fondation Roger Gaudry.

(Tim Sturt est agent des relations avec les gouvernements à l'ACPPU.)

Some good news for Visa students

Canada Employment and Immigration regulations state that international students need not pay the \$100 fee charged for work authorizations if the work being performed is part of their course requirements.

Until very recently this regulation was interpreted to exclude research assistantships (among other positions) as the work was being performed without any academic credit being given for it: 'only' wages.

An appeal by the International Student Centre at the University of Toronto has changed this. As of early December, applications for work authorizations that cover RA positions will be exempted from the \$100 fee.



Dayna Daniels

STATUS OF WOMEN / STATUT DE LA FEMME

Climate audit will guide us toward inclusive university

The Status of Women Committee has undertaken a number of projects over the past few years that focus on the inclusive university, a university in which there is a welcoming and hospitable environment for work and study.

It is a university in which educational and employment equity function to increase diversity in the curriculum, the student body and the faculty; where differences are accepted and welcomed, not just tolerated; and where academic freedom is recognized as a foundation of intellectual inquiry that applies across all levels of the academy.

Efforts to realize the inclusive university have taken many forms and have met with

varying levels of success. "Chilly climate" reports, dealing with the environment for women in the university have been met with varying degrees of hostility at a number of Canadian universities.

Studies undertaken to investigate the campus climate for women, presumably to improve conditions, have often made conditions more toxic for the very women these efforts were supposed to enhance.

Harassment policies, zero tolerance to violence initiatives, student orientations, first-year-experience programs are among some of the other efforts that have been undertaken to make the campus climate a warmer and more wel-

coming one for everyone.

Campus climate is not a 'women's' issue. Everyone associated with the university is affected positively and negatively by numerous factors that influence their work and study experience.

The Status of Women Committee is working to develop guidelines for a "climate audit." The purpose of these guidelines is to help individual universities examine various components of their campus and assess the impact of these elements on the overall environment for all members of the university community.

Guidelines for the climate audit will focus on areas of particular concern to the

Status of Women Committee such as employment and educational equity, educational endeavors and policies related to gender and sexual harassment, racism, and homophobia, gender inclusive language and clauses in collective agreements, and pay/benefits equity.

The audit will also suggest guidelines focussing on matters of concern to women and men in all groups of the university community, including physical safety considerations, accessibility of services and places, library acquisitions and services, workload and job sharing initiatives, service recognition, and possibly student services.

The CAUT Status of Women Committee and the

OCUFA Status of Women Committee are working together to develop the climate audit guidelines. The final instrument will include suggestions regarding who is to be responsible for conducting the audit, why and how the audit is to be conducted and how to deal with areas of the audit which indicate a less than hospitable climate.

The inclusive university is one that can only be reached one step at a time. Making the campus environment a healthy and supportive one for everybody in the university community is a giant step toward achieving this goal.

(Dayna Daniels is chairperson of the CAUT Status of Women Committee.)

TAX FAX *Robertson & Hill* Chartered Accountants

To: CAUT Members
From: Steven Dyck

Tax planning

For taxpayers moving toward retirement, or even for those still building up their savings, it is important to structure the portfolio carefully to maximize after-tax return. Given the different rates and treatment for interest, dividends and capital gains, this can be an important factor.

The tax system has been designed to "integrate" dividend and salary income for owner-managers with the tax rates for small businesses, resulting in a complex tax system for investment income. Dividends are distributions from funds on which a corporation has already paid tax, so the shareholder gets favourable treatment: the shareholder declares \$1.25 of income for each \$1.00 of dividends received, but can then get \$0.167 credited directly against his/her federal taxes for each \$1.00 of dividends; combined with a provincial rate of 54 per cent the total tax credit is \$0.257. A single taxpayer under 65 with no income other than dividends from taxable Canadian corporations can thus earn about \$24,000 tax-free, making dividends for that individual far more attractive than interest.

Often, a non-working spouse with no income other than dividends has no other income dividends has no other income giving rise to tax against which to apply the dividend tax credit. There is a useful election for such spouses: dividends earned by the low-income spouse can be transferred to the high-income spouse, allowing the high earner to get the dividend tax credit and with no erosion of the married tax credit.

RRSPs are the most popular tax-planning tool, but self-administered plans are especially attractive to taxpayers with a large portfolio, and can be combined with the lifetime capital gains exemption. Individuals with fully paid-for securities in their portfolios can exchange them for cash already in the self-administered RRSP, using the cash to pay down mortgages or other non-deductible interest debt. The securities are deemed sold by the taxpayer the day of the rollover, with the capital gain triggered at that point eligible for the lifetime exemption. Then the RRSP buys them at their market value. (Any capital loss triggered is denied for tax purposes, because the taxpayer is not allowed a capital loss on a transaction which is in effect a sale to himself or herself.)

The rollover is also useful for taxpayers whose lifetime exemption is gone and who hold securities on which they anticipate future capital gains. The security can be rolled into the RRSP where the gain is deferred for tax purposes until the funds are withdrawn from the plan.

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

L'évaluation du climat, un premier pas vers l'université non exclusive

Au cours des dernières années, le Comité du statut de la femme a mis sur pied certains projets visant à rendre le milieu universitaire non exclusif, c'est-à-dire à en faire un milieu accueillant et agréable, où travail et études se côtoient.

"L'université non exclusive est un établissement où l'équité en matière d'emploi et d'éducation favorise la diversification des programmes d'études, de la population étudiante et du corps professoral; où les différences ne sont plus seulement tolérées, mais sont acceptées et accueillies; et où la liberté universitaire est reconnue comme un fondement de la recherche intellectuelle, et ce, à tous les niveaux d'étude.

Les nombreux efforts déployés pour faire tomber les barrières ont obtenu plus ou moins de succès. Ainsi, certaines universités canadiennes n'ont pas très bien accueilli les rapports faisant état d'un "climat hostile" à l'égard des femmes.

Des études menées sur le climat universitaire et les femmes, qui visaient à améliorer les conditions, ont souvent fait empirer les choses pour les femmes qu'elles étaient censées aider.

Les autres mesures mises sur pied pour rendre le campus plus agréables et plus accueillants pour tous comprenaient entre autres des politiques sur le harcèlement, des initiatives de "tolérance zéro" vis-à-vis de la violence, des services d'orientation pour les étudiants et des programmes destinés aux étudiants de première année.

Le climat sur le campus n'est pas un problème qui touche uniquement les femmes. Tous les membres de la collectivité universitaire sont touchés, en bien ou en mal, par de nombreux facteurs qui influent sur leur expérience de travail et d'études.

Le Comité du statut de la femme élabore actuellement

des lignes directrices pour entreprendre une "évaluation du climat". Ces dernières ont pour but d'aider chaque université à examiner divers éléments dans leur campus et l'incidence de ces facteurs sur l'environnement global de tous les membres de la collectivité universitaire.

Les lignes directrices porteront sur des domaines d'intérêt particulier pour le Comité du statut de la femme, notamment l'équité en matière d'emploi et d'éducation, les progrès en matière d'éducation et les politiques concernant le harcèlement sexuel et le harcèlement de l'autre sexe, le racisme et l'homophobie, le langage inclusif du féminin et du masculin, les clauses des conventions collectives et l'équité en matière de salaires et d'avantages sociaux.

L'évaluation permettra également d'établir des lignes directrices sur des questions qui préoccupent les hommes et les femmes de tous les groupes de la collectivité universitaire, notamment la sécurité

personnelle, l'accessibilité aux services et aux lieux, les acquisitions de la bibliothèque et les services qui y sont offerts, la charge de travail et les initiatives de partage d'emploi, la reconnaissance de service et, éventuellement, les services offerts aux étudiants.

Les comités sur le statut de la femme de l'ACPPU et de l'OCUFA travaillent conjointement à la conception de lignes directrices sur l'évaluation du climat dans les universités. Ils détermineront ensuite qui sera responsable de l'évaluation, pourquoi et comment elle sera menée et de quelle façon on traitera les secteurs dont les résultats seront médiocres.

Pour instaurer le concept de l'université non exclusive, il faudra procéder étape par étape. Si nous parvenons à faire du campus universitaire un milieu sain et positif pour tous, nous aurons franchi une grande étape.

(Dayna Daniels est la présidente du Comité du statut de la femme de l'ACPPU.)

Call for Papers INCLUSIVE CURRICULUM CONFERENCE Setting Our Own Agenda

This three-day conference will address issues of race, colour, class, gender, and disability as they pertain to the curriculum to make it more inclusive. As our students and society change, we need to become more aware of the issues that have an impact on teaching and learning. Specific examples of how to develop an inclusive curriculum and how it can be used effectively in learning will be addressed.

Presenters will include a range of recognized national and international educators, who will share with us their struggles and successes. The conference will be of interest to instructors, teachers, curriculum developers, educators, trainers, and anyone concerned with issues of equity and inclusiveness.

The conference will be held at the Sheraton Landmark Hotel, in Vancouver, British Columbia, September 29, 30 and October 1, 1994.

Papers are being accepted and may be sent to Gloria Wolfson, University College of the Fraser Valley, 33844 King Road, R.R. #2, Abbotsford, BC, Canada V2S 4N2 by May 3, 1994 and should include a 100-word abstract.

To be placed on our mailing list for conference registration information, phone Gloria Wolfson at (604) 854-4560 or Adrienne Chan at (604) 527-5473, or Fax (604) 855-7558, or write to the above address.

N.S. MLAs could be recalled to fix 'bungled' leave bill

NSCUFA executive director credited with catching error

By Brian Ward
Provincial Reporter

The rookie Liberal government saved its biggest gaffe for last.

On the final day of the legislative session, Finance Minister Bernie Boudreau was forced to admit a government lawyer had accidentally exempted thousands of civil servants from the unpaid leave plan.

"There was a mistake," the minister said after the New Democrats raised the issue Thursday in the House. "But I don't intend to shoot anyone."

The original bill was clear — it took a week's pay from any public employee making over

\$22,000.

The government decided to change the bill to make sure anyone hired after it came into effect would be caught too.

One wrong word and the act ended up saying that anyone who started their civil service career earning less than \$22,000 would be exempt.

That meant a \$90,000-a-year deputy minister who began in the mail room 20 years ago would evade the two-per-cent payout.

Mr. Boudreau says he wouldn't know which lawyer to shoot if he wanted to.

"I don't know who specifically drafted the amendment," the grim-faced finance minister

told reporters.

But the problem can be fixed without recalling the legislature, he said.

He said he'll probably draft a regulation explaining the intent of the amendment.

Governments have substantial leeway in altering laws by regulation, so long as the change doesn't run counter to the original intent of the law.

NDP Leader Alexa McDonough said the legislature should have stayed open an extra day or two to fix the bill rather than patching together regulations that might not stand up in court.

"They ought to admit they bungled it and move to correct

it," she said.

"There's a distinct possibility that they'll have to have the legislature recalled and (incur) all the expenses entailed in that if they turn out, from a legal point of view, to be wrong."

Mr. Boudreau had to do the explaining Thursday, but more than a few missed the foul-up.

It sailed past law-checkers at the legislative counsel office and an all-party committee of MLAs that reviews such changes.

It was caught by John D'Orsay, executive director of the Nova Scotia Confederation of University Faculty Associations, who pointed out the error to Mr. Boudreau on

Wednesday.

The unpaid leave mix-up wasn't the new government's first.

Last week, Municipal Affairs Minister Sandy Jolly withdrew legislation dealing with metro's new trash plan because the wrong copy had been introduced. And in October, the finance minister was chastised by opponents for changing a tax on recreational services twice in one day.

(The Chronicle - Herald (Halifax), Friday, Nov. 26, 1993. Reprint courtesy of The Chronicle-Herald and The Mail-Star.)

L'UNESCO en voie

suite de la page 1

vers l'Europe dans le but de réaliser un nouveau projet, différenciant énormément de mes tâches habituelles, et de consulter des gens dont je n'avais jamais rencontrés et que je n'avais même jamais entendus parler.

Après des rencontres préliminaires avec des représentants de l'IFUT et du SNEsup, j'ai assisté, vers la fin d'octobre 1991, à la 26e conférence générale de l'UNESCO à Paris, au siège social, en tant qu'observatrice accréditée de la délégation canadienne.

Les délégués ont soupesé la possibilité d'étudier ou non la faisabilité d'une réglementation de la condition du personnel de l'enseignement supérieur. Si les délégués n'avaient pas accepté d'aller de l'avant cette étude, le projet aurait sérieusement été compromis.

Pendant cette période, Jean-Paul Lainé et Daniel Monteuvo du SNEsup m'ont généreusement consacré du temps et m'ont fourni tous les documents pertinents en leur possession. L'Organisation internationale du travail (OIT), à Genève, était ensuite la prochaine étape.

Puisque l'ACPPU ne connaissait personne à l'OIT, j'ai demandé à Brian Mallon, directeur international du Congrès du travail du Canada (CTC), de me présenter. J'ai fait coïncider mon arrivée avec

les réunions des dirigeants de l'OIT. M. Mallon a accepté de me servir de guide dans le labyrinthe de l'OIT.

J'ai en outre communiqué avec la Confédération mondiale des organisations de la profession enseignante (CMOPE) pour discuter du projet avec ses représentants. La CMOPE m'a offert un bureau et l'accès à une machine à écrire et à un ordinateur.

Un examen de la documentation m'a permis de constater quatre domaines essentiels qu'un instrument normatif devait aborder: la liberté universitaire, l'autonomie, la collégialité et la liberté d'association. Bien que la recommandation de l'OIT sur la condition des enseignants traite de ces questions, elle a été réalisée uniquement parce qu'elle était une recommandation conjointe de l'UNESCO et de l'OIT.

Les deux organisations ont des domaines de compétence différents. Les questions touchant les rapports entre employeur et employés relèvent du mandat de l'OIT. Sa collaboration était essentielle pour pouvoir produire une déclaration conjointe pareille à celle des enseignants.

Lors de ma rencontre au siège de l'OIT, le responsable m'a avoué que l'organisation ne voulait pas collaborer à un instrument sur ce sujet pour plusieurs raisons, notamment

d'ordre financière et logistique. Le fait que les universitaires ne soient pas généralement membre d'associations d'employés adhérent à l'OIT par l'entremise de leur organisation syndicale nationale — il a d'ailleurs été précisé mentionné que l'ACPPU n'était pas membre du CTC — et que les universitaires, même à l'échelle mondiale, ne constituaient qu'une petite élite, a aussi influé sur sa décision.

Le document a commencé à prendre forme au mois de novembre. J'ai assisté à une conférence de l'OIT sur les enseignants qui a duré huit jours. La CMOPE m'a accréditée à titre de membre de sa délégation et m'a présentée à Rita Lakin de l'UNESCO. Mme Lakin m'a offert de travailler temporairement à titre d'experte-conseil à l'UNESCO, à la division de l'éducation.

Nous avons convenu d'officialiser ce travail au début de décembre, au moment où je retournerais à Paris pour une réunion de l'OCDE sur l'enseignement supérieur. J'ai passé plusieurs jours à l'UNESCO à rencontrer des personnes intéressées à l'éducation et à l'enseignement supérieur et à échanger des exemplaires de documents pertinents au projet.

J'ai terminé la rédaction de la première ébauche du document vers la mi-janvier et je l'ai

transmise aux membres du sous-comité de l'ICUTO pour obtenir leurs commentaires. L'ébauche envoyée, j'ai ensuite quitté la CMOPE, située près de Genève, pour me rendre à Paris afin d'accomplir mon travail d'experte-conseil à l'UNESCO.

Mme Lakin m'a fourni un bureau voisin du spécialiste du programme sur l'enseignement supérieur, M. Dimitri Beridze. J'ai fourni un exemplaire de l'ébauche à sa section pour obtenir les commentaires de ses collègues. Ils se sont dit heureux d'avoir en main un document qui allait au-delà des études de faisabilité et qui exprimait les principes dans un libellé propre aux instruments internationaux.

Peu après mon retour, l'expert-conseil de la Commission canadienne pour l'UNESCO chargé de l'étude de faisabilité commandée par la conférence générale est arrivé. Il s'agissait en fait du professeur Ramzi Salame, ancien président du Syndicat des professeurs de l'Université Laval, que j'ai connu aux assemblées du Conseil de l'ACPPU.

Nous avons pu collaborer au projet en échangeant de l'information et de la documentation. Nous avons eu des entretiens avec des responsables d'organismes non gouvernementaux pour discuter de l'instrument normatif et de la forme qu'il devrait prendre, soit une convention, une recommandation ou un protocole. Pendant toute la durée de mon travail comme experte-conseil, le personnel de l'UNESCO nous a appuyés et nous a fourni des ressources importantes. Nous avons profité en particulier de l'aide infatigable de la bibliothécaire de la section de l'éducation, Mme Noha Akki.

L'ICUTO a tenu sa conférence peu après la fin de mon congé sabbatique en avril et le sous-comité a présenté la première version. Il a alors été convenu que les membres de l'ICUTO feraient parvenir leurs commentaires et suggestions dans les six mois afin de rédiger une version finale en vue de son adoption à la réunion de Berlin en septembre 1993.

Lors de la réunion à Berlin, l'ICUTO a étudié chaque disposition du document et a voté en sa faveur. Une fois le document adopté par l'ICUTO,

il devenait impérieux que chaque organisation membre exerce des pressions sur sa délégation à la 27e conférence générale de l'UNESCO pour que l'étude préparée par le professeur Salame soit adoptée. Son étude concluait qu'un instrument normatif était faisable et qu'il devrait prendre la forme d'une recommandation.

M. Savage et moi avons rencontré Mariette Hogue à la Commission canadienne pour l'UNESCO. Des pressions ont été exercées auprès d'organismes non gouvernementaux et la National Education Association (É.-U.) a saisi la Education International du dossier. D'autres membres de l'ICUTO ont travaillé inlassablement avec leur délégation.

Un véritable effort de collaboration a été déployé et les délégués à la conférence générale ont accepté d'aller de l'avant avec une recommandation qui réglementerait la condition du personnel de l'enseignement supérieur. L'UNESCO m'a télécopié la bonne nouvelle et l'ACPPU l'a transmise à l'ICUTO. M. Roch Denis, le président de la FQPPU, nos collègues du Québec, s'est chargé de la traduction du document en français.

La prochaine étape consistera à réunir un petit groupe de spécialistes du gouvernement qui se rencontrera, je présume en 1994, sous les auspices de l'UNESCO. Ce groupe examinera en profondeur le projet de recommandation.

On espère que la recommandation sur la condition du personnel de l'enseignement supérieur sera approuvée en 1995, lors de la 28e conférence générale. Si ce souhait se réalise, ce sera en grande partie grâce au travail de l'ACPPU et de l'ICUTO.

(Pat Finn, LL.M., est l'agente syndicale de l'association des professeurs de l'Université Carleton. Elle est également diplômée de l'Université Carleton et de la London School of Economics.)

Communiquez avec Johanne Smith, au secrétariat de l'ACPPU, ou avec votre association locale pour obtenir un exemplaire du texte de la Recommandation portant sur le personnel de l'enseignement supérieur.

Unique design sought for women's monument

National design competition launched

Powerful public art, like the *Aids Quilt* and Washington's *Vietnam War Memorial*, can help heal emotional wounds and move people to alter the status quo. That's what the Women's Monument Project hopes to do by building a permanent national monument in Vancouver dedicated to all women who have been murdered by men, and naming the 14 women killed in Montréal on December 6th, 1989.

The Monument Project seeks a conceptually new, site-specific design for Thornton Park, an expanse of green space graced with heritage trees in the heart of Vancouver in front of the revitalized CN station. The design should provide a place for large gatherings, allow for

quiet contemplation, and promote dignity and respect for the lives of women. The winning design will also be a "living" monument visitors can meaningfully interact with.

The Women's Monument Project has now launched a nation-wide design competition, open to women, which will be professionally juried. The first stage of the competition will take an anonymous format, with the names of applicants withheld from the jury. Four or five finalists will be chosen by early summer, and each will be paid a \$2,500 fee to complete a detailed proposal. The decision on the final design will be made by the fall of 1994, and the successful artist will receive the commission to complete the Monument. Applicants may be

individual women or a team, including, for example, artists, architects and engineers.

As the majority of Canadian public art has been designed by men, and as the Women's Monument is to provide a focus for healing and serve as a tangible symbol of the imperative to end violence against women, it is only fitting that the Monument be built by women. It will provide an important opportunity for women artists, architects, engineers and trade workers.

For an application package, write to:

The Women's Monument Project, Capilano College, 2055 Purcell Way, North Vancouver, BC V7J 3H5. Tel: (604) 986-1911 local 2078.



J. Mark Langdon

PROVINCIAL ROUNDUP

Alberta's five per cent solution could impair negotiations

After several weeks of trial balloons from the premier and minister of education, the government of Alberta has formally announced that it will attempt to affect a five per cent salary and benefit reduction for employees in the provincial government, health and post-secondary education sectors.

On Apr. 1, 1994 an amount equal to five per cent of the province's share of the 1993/94 human resource budget in the post-secondary sector will be removed from the system.

The government hopes to save \$47 million with this cut and claims there will be no additional request for reductions in salaries, fees or benefits for the second and third years of the plan.

Several weeks before the Nov. 24 announcement, Premier Ralph Klein suggested he would like to see all public sector employees take a five per cent cut.

At a meeting with faculty association representatives and other stakeholders on Nov. 9, Minister of Advanced Education and Career Development Jack Ady asked faculty to accept the reduction but was turned down by the faculty associations, who said they did not support legislated reductions.

The association suggested instead that if the government was intent on reductions that they should occur through general grant reductions which would allow necessary adjustments to be worked out through bargaining within individual institutions. Ady took that information back to the cabinet which then made the Nov. 24 announcement.

The government justified the cut in the human resource budget with several arguments.

First, Klein said it is "more business-like" to make the five per cent cut than to depend on the goodwill of those concerned to make the changes.

Second, Treasurer Jim Dinning argued reducing public sector compensation is preferable to raising taxes and given that "over 40 per cent of our spending (is) on salaries, fees and benefits we must make reductions now."

Third, Minister of Labour Stockwell Day said the move will occur through reductions in grants rather than legislation in order to "promote fairness and sensitivity to these issues and respect the collective bargaining process."

Further to this third theme, Klein and Ady both argued that the decision allows flexibility for the various sectors to determine how best to structure the five per cent

reductions in compensation. Klein said:

"It helps encourage fairness and allows the sectors to deal with issues like: Should some people be excluded? Should savings be achieved through salary or benefit reductions? These are decisions for employers and employees to make. Our clear direction is that job loss and service reductions be minimized."

Ady stated: "The stakeholders in post-secondary education have told me that with regard to the issue of five per cent reductions in compensation, we should reduce grants and allow the institutions to manage the process. This opinion was confirmed by participants at the budget roundtable."

In commenting on the total package of cuts, Treasurer Dinning said: "The Klein government made a commitment to Albertans that the budget would be balanced by 1996/97. The results from the second quarter show that the budget plan is on track, and we're going to keep it that way."

Dr. James Marino, president of the Confederation of Alberta Faculty Associations (CAFA), said he is concerned that the government is trying to pressure university negotiators to affect the five per cent cut on salaries and benefits.

"What they're doing is to influence the upcoming negotiations and to impair the negotiations," Dr. Marino said. "They've handicapped the boards. There won't be free negotiations at all. They have seriously impaired the free collective bargaining process."

Marino added that CAFA believed the five per cent cut should be factored over three years, not applied in one lump. The only positive feature of the announcement, he said, is that there will not be a clawback involving the current collective agreement.

Marino said the government would like to reduce transfers to universities by 24 per cent over the next three years. If this occurs, there will probably be severe layoffs involving part-time and seasonal people and early retirement incentive programs offered to faculty. He noted that two universities, Calgary and Lethbridge, have already used this retirement vehicle extensively.

In another announcement, Klein and Day indicated that any public sector employees who lose their jobs will probably be able to enter a "workplace adjustment" program which is currently in place as a pilot project at three Calgary hospitals.

The program will be to ensure newly unemployed public sector workers are informed about all forms of financial aid and programs available for retraining and job hunting. Day indicated he believes job losses will depend on labour negotiations triggered by the province's request for wage cuts.

OCUFA says \$34 million cut totally unexpected

According to OCUFA President Ross, a \$34 million cut in grants to Ontario's universities and colleges for the upcoming fiscal year was "totally unexpected."

A leaked memo by Charles Pascal, Ontario's deputy minister of education, indicates the cut is on top of a \$22 million cut this year to the \$2.4 billion base grant.

Ontario universities were expecting no increases in grants for 1994/95, but were unaware of any further cuts, according to Ross.

"What we expected was what was announced last spring and then a freeze... not new cuts on top of that," he said.

Pascal later confirmed to reporters that the cut will indeed occur and could in fact be higher.

OCUFA responds to funding review

Ontario's Minister of Education and Training has asked the province's Ontario Council on University Affairs (OCUA) to review grant distribution to Ontario's universities.

Cooke asked for the review "because there's been a significant change in the economy from the time when the current funding system for universities was designed."

He added that in the wake of increasing demand on universities and limited revenues it is important "to ensure that the funding we do provide to our universities is effective in providing quality post-secondary opportunities to the greatest number of people."

In a Nov. 24 letter to OCUA Chair Joy Cohnstead, Cooke instructed her to consider several objectives when producing the report. These include increased accessibility, the need for a strong emphasis on teaching, improving flexibility of the transfer of credits between universities and colleges, and the need to encourage cooperation and rationalization between institutions.

The Ontario Confederation of University Faculty Associations (OCUFA) responded quickly to Cooke's announcement and letter. OCUFA President Saul Ross said his organization shares "many of the government's stated objectives, such as increased accessibility, more support for teaching, and better cooperation between institutions."

However, he pointed out that the government will make a serious error if it sacrifices the quality of education, the importance of research, and accessibility in order to save money. The system is already suffering from overcrowding, spiralling student/teacher ratios, poor facilities and inadequate equipment.

"If they are asking whether the system can educate more students with fewer resources and not sacrifice quality, they need to study the question no further. The answer is no," he concluded.

U of A to drop football

The University of Alberta announced on Dec. 3 that the football program will be cancelled. This is the second time in three years that the cancellation of football has been announced.

In a news release, University President Paul Davenport stated the board of governors determined the university cannot assure "stable funding" for the football program in the future. In Jan. 1991 a similar announcement was made but backing from the alumni and corporate community resulted in a funding arrangement that saved the team.

Ian Reade, chair of Athletics, said the board of governors could have provided stable funding for the program by raising student athletic fees. Dr. Art Quinney, dean of Physical Education said he was upset about the decision to cut football.

If the cancellation goes ahead the future of the Canada West football conference could be in jeopardy. There have been hints that the University of British Columbia team may consider playing U.S. schools in the future, which would leave only the Universities of Calgary, Saskatchewan and Manitoba in the Canada West conference.

"I don't see how this saves a lot of money," said CAFA

President Marino, adding that it is possible the continuation of sports teams will come under scrutiny by some universities' boards of governors as they attempt to reduce expenditures and indicate such to the public.

The coach of the U of A football team is former Edmonton Eskimo star quarterback Tom Wilkinson.

Article in UBC Law Student Newsletter criticized

A Nov. 25 article in *The Informer*, a weekly newsletter produced by University of British Columbia law students, provoked several students to issue complaints to the Law Student Association and the university's communications officer.

The article, which was unsigned, made disparaging remarks against feminists, homosexuals and minorities.

Tim Peters, who sits on the student executive of the Law Student Association, stated that the author of the article offered an apology and that he feels the author should have exercised more discretion in his comments. The newsletter receives some funding from student tuition fees through the student association and a number of students have asked that the funding be revoked.

Campus communications officer Paul Martin stated he will investigate the matter adding that the article is "not in keeping with the climate we like to see on campus."

Scrutiny of student funded newspapers has increased in recent months. This fall, Queen's University students voted 55.6 per cent in favour of withdrawing mandatory undergraduate student fee contributions to *Surface*, an alternative newspaper. Debate about the newspaper was precipitated by several controversial stories.

(J. Mark Langdon is a Ph.D. student at Queen's University and an instructor in the Politics Department at Trent University.)

PHOTOGRAPHY WORKSHOP IN FRANCE

Three week credit course in Paris and Arles offered through Ryerson's Film and Photography Department in May of 1994. The course is run in association with the major French museums and photographic organizations. It is a unique opportunity for twelve participants to view original work and make photographs with the guidance of four faculty. For information, contact Peter Higdon, Ryerson Film and Photography Department. (416) 979-5000 Extension 6843.

SELF-HELP "FULBRIGHT"?
An Exclusive Travel Opportunity for Educators

FACULTY EXCHANGE CENTER, founded 1973 to meet the ever-increasing competition for fully-funded travel grants, aims: (1) to assist scholars in their pursuit of academic exploration by facilitating temporary teaching exchanges; and (2) to facilitate house exchanges for all interested in travel or study, here or abroad.

For information, applications, participants' endorsements, write to FEC, 952 Virginia Avenue, Lancaster, PA 17603, USA or call 717-393-1130.



Susan Gray

NEWS FROM QUEBEC

FQPPU seeks united front to fight funding cutbacks

Given the latest round of budget cutbacks, Bills 102 and 198, which went into force in September and June respectively, Quebec universities are facing "the depreciation of the university and a change in its very nature ... the soundness of the institution is at stake."

These fighting words are from *Déclaration publique de la Fédération québécoise des professeurs et professeurs d'université sur la situation financière des universités et la portée des Lois 198 et 102* issued in mid-November. The FQPPU is calling upon the university community to define the terms of a common action plan.

Bill 102, which deals with working conditions in the public and municipal sectors, includes a salary freeze and a one per cent cut in total salaries for the current year. Bill 198 allows for a 20 per cent reduction in managerial personnel over three years, and a 12 per cent cut in other personnel categories of the public and parapublic sectors over five years.

Protests from universities regarding their autonomy under Bill 198 resulted in their being granted a certain leeway. While the objectives remain the same, they have been permitted to choose where to make the necessary cuts.

Universities will see their budgets shrink by approximately \$50 million in 1993-1994 because of Bill 198. Over the next five years, the cutbacks could reach \$250 million.

The FQPPU maintains that with Bills 102 and 198, it is no longer a question of rationalizing operations and making the right choices; universities' development will suffer nonetheless.

But Roch Denis, the Federation's president, is optimistic about the possibilities of opposing the cuts.

"There is a very good chance that we will succeed (in our opposition to these bills)," he told the *Bulletin*. "Only last week, the government said (concerning the cuts to the health-care sector) that 198 didn't have to be implemented according to the letter of the law."

Given that universities across Canada are facing the same financial crisis as in Quebec, "We should sit down with our colleagues from other provinces to develop a common position," said Dr. Denis.

Lecture cancelled by protests

Disruptions by a small group of protesters prevented an American psychiatrist from giving a public lecture on False Memory Syndrome at McGill recently.

The lecture, which was scheduled to take place on Nov. 11, coincided with a two-day symposium on the same topic organized by the Montreal General Hospital, with Harold I. Lief as the featured speaker.

The protests started even before Dr. Lief arrived in Montreal. McGill's psychiatry Department and its Centre for Medicine, Ethics and Law, both sponsors of the talk, received formal complaints.

The existence of False Memory Syndrome, which refers to memories leading to erroneous accusations of child sexual abuse, is still held in doubt by many psychiatrists. It is, for example, not listed in the annual *Diagnostic and Statistical Manual of psychiatric disorders*, widely accepted by the profession in North America.

The protesters at Dr. Lief's lecture whistled, yelled and used noisemakers to drown him out. At one point a stink bomb went off in the auditorium. Part of the reason for the opposition comes from the fact that Dr. Lief advises the U.S.-based False Memory Syndrome Foundation made up of people who claim they have been falsely accused of sexual abuse.

According to Dr. Lief's estimates 25 per cent of sexual abuse accusations lack foundation, 25 per cent are justified and the rest are difficult to judge.

Prior to the aborted lecture, there were repeated demands for either its cancellation or its replacement with a debate. After it became impossible for Dr. Lief to give his talk, organizers attempted a debate in the form of a question and answer period. But this too was called off 20 minutes later as it became obvious that a discussion could not take place.

Jana Dueck, the internal coordinator of the McGill Women's Union, said the problems partially arose because "it's such an emotional issue and they were trying to deal with it in a purely academic way." The union did not come out in favour of cancelling Dr. Lief's lecture.

During the symposium, protesters were led away by police. No arrests were made.

Innovative research project links artists, scientists

The premise of an original project at Concordia University is that almost anyone can attain excellence. The goal of the multidisciplinary Leonardo Project, which examines human potential and more particularly, creativity in superior performances brings together artists and scientists in a collaborative process.

The project's name took its inspiration from Leonardo da Vinci. According to music professor Philip Cohen, one of the project's originators, da Vinci is traditionally associated with the Renaissance and with the coming of the modern age.

The Leonardo Project is a winner of Concordia's Seagram Award for Academic Innovation in Research. The Australian TV program *Beyond 2000* will also feature a show devoted to it. *Beyond 2000* is a science and technology program broadcast in 82 countries.

In an interview with *Le Devoir*, psychology professor Norman Segalowitz, the other person behind Leonardo, explained the project's uniqueness:

"It's the first time in a collaborative effort between artists and scientists that deals with creativity, that the artist is not a laboratory specimen (but a full participant)," he said.

The Leonardo Project is a long-term collaboration between talented performers, scientists, and performance analysts. The analysts film performances and study each movement and breath on a computer. The goal is to demystify the creative process, as the researchers believe talent is not the only quality needed for success in this area. Memory and strategies of attention are also examined.

The research results have potential applications in many areas apart from artistic performance. Mr. Cohen has already worked with an athlete who has improved his performance substantially through their work together.

Participants include many people who have apparent handicaps such as asthma and deafness.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

NOUVELLES BRÈVES DU QUÉBEC

La FQPPU lutte pour l'intégrité des établissements

Susan Gray

Avec les dernières compressions budgétaires — les lois 102 et 198, entrées en vigueur en septembre et en juin respectivement — les universités québécoises font face à la «dévalorisation même de l'université et sa dénaturation ... L'intégrité de l'institution est en jeu».

Ces propos percutants ont été énoncés dans le document intitulé *Déclaration publique de la Fédération québécoise des professeurs et professeurs d'université sur la situation financière des universités et la portée des Lois 198 et 102* à la mi-novembre. Ce faisant, la FQPPU fait appel à tous les groupes et à tous les organismes du milieu universitaire «pour définir les termes d'une action convergente».

La loi 102, qui porte sur les conditions de travail des secteurs public et municipal, prévoit un gel des salaires et une compression de la masse salariale de 1 p. 100 pour l'année en cours. La loi 198 vise une réduction de 20 p. 100 du personnel-cadre, étalée sur trois ans, et de 12 p. 100 en cinq ans des autres catégories de personnel dans les organismes publics et parapublics. Les universités ont protesté contre une telle loi qui porterait atteinte à leur autonomie, ce qui a permis d'obtenir une certaine exemption. Même si les universités doivent atteindre ces objectifs, elles peuvent choisir les secteurs où il faut réduire.

La loi 198 entraînera des compressions budgétaires de l'ordre de 50 millions \$ pour 1993-1994; les réductions au cours des cinq prochaines années pourraient atteindre 250 millions \$.

Avec les coupures imposées par les lois 102 et 198, la FQPPU affirme qu'il n'est plus question pour une université québécoise de poursuivre son développement même si elle sait «rationaliser sa gestion et faire les bons choix».

Le président de la FQPPU, Roch Denis, est néanmoins optimiste quant à la lutte pour contrer ces coupures. «Nos chances sont très bonnes d'opposer ces lois», a-t-il déclaré au *Bulletin*. «La semaine dernière, le gouvernement a dit (dans le dossier de la santé) que la loi 198 ne doit pas être prise au pied de la lettre».

«On sait que les universités à travers le pays font face à la même crise financière. On devrait s'asseoir avec nos collègues dans d'autres provinces pour arriver à une position commune», ajoute M. Denis.

Conférence annulée à cause de protestations

Une conférence publique sur le «Syndrome des faux souvenirs» (False Memory Syndrome) par un psychiatre américain à l'Université McGill a dû être annulée parce qu'un petit groupe de manifestants en a perturbé le déroulement.

La conférence, qui avait eu lieu le 11 novembre, coïncidait avec l'ouverture d'un colloque de deux jours sur le même sujet organisé par l'Hôpital général de Montréal et dont Harold I. Lief était le conférencier-vedette.

Des protestations ont été transmises avant l'ouverture de la conférence, au département de psychiatrie de McGill et au Centre de médecine, d'éthique et de loi, qui présentaient la conférence conjointement.

La légitimité du Syndrome des faux souvenirs — qui fait référence à des souvenirs imaginés menant à des accusations non fondées d'abus sexuel pendant l'enfance — est même contestable selon certains psychiatres. Le syndrome ne figure pas dans le «Diagnostic and Statistical Manual» des troubles psychiatriques, accepté généralement par la profession en Amérique du Nord.

Les opposants à la conférence de M. Lief ont manifesté par des cris, ont utilisé des crécelles, des sifflets, et même une bombe puante pour leur opposition. Ils sont choqués en partie parce que M. Lief est consultant pour la Fondation du Syndrome des faux souvenirs, un groupe américain de personnes qui se prétendent faussement accusées d'abus sexuel.

Selon les estimations de M. Lief, 25 p. 100 des accusations d'abus sont injustifiées, 25 p. 100 sont fondées, et les autres sont officieuses à juger.

Avant la conférence publique avortée de M. Lief, on avait demandé que l'événement soit annulé ou qu'un débat ait lieu à sa place. Après les difficultés insurmontables de M. Lief pour prononcer son allocution, on a tenté de tenir un débat, sous forme de période de questions. Mais après 20 minutes, on a mis un terme à la soirée, car la discussion n'avancait pas de façon substantielle.

Selon Jana Dueck, coordinatrice interne de l'Union des femmes de McGill, les problèmes sont survenus, en partie, parce que «la question est tellement émotionnelle et qu'on essayait de la traiter d'une façon purement académique». L'Union ne voulait pas que la conférence soit annulée.

Pendant le colloque, des manifestants ont été renvoyés par la police; aucune arrestation n'a eu lieu.

Un projet de recherche innovateur lie artistes et scientifiques

Un projet innovateur à l'Université Concordia s'est donné comme prémisse que l'excellence est à la portée de presque tous. Le projet multidisciplinaire Leonardo, qui examine le potentiel humain et, plus particulièrement, la créativité dans les performances de «haut calibre», réunit artistes et scientifiques dans une approche conjointe.

Le nom du projet est inspiré par Léonard de Vinci. Selon le professeur de musique Philip Cohen, qui a contribué à mettre le projet sur pied, de Vinci est étroitement lié à la renaissance du savoir et à l'avènement de l'ère moderne.

Dans un article du *Devoir*, Norman Segalowitz, professeur de psychologie à Concordia et l'autre instigateur du projet Leonardo, explique l'originalité de l'entreprise: «C'est la première fois que des scientifiques et des artistes coopèrent à un projet sur la créativité, où l'artiste n'est pas placé sous un microscope (mais travaille à titre de collaborateur)».

Le projet s'est mérité le prix Seagram pour l'innovation universitaire en recherche à Concordia et il sera diffusé par une chaîne australienne à l'émission *Beyond 2000* qui traite de la science et de la technologie. *Beyond 2000* est diffusé dans 82 pays.

Concrètement, le projet Leonardo est une collaboration à long terme entre des artistes talentueux, des scientifiques, et des analystes de la performance. Les analystes filment les performances pour ensuite étudier chaque mouvement et chaque souffle sur un ordinateur. On cherche à démystifier le processus de la création, car le talent n'est pas la seule qualité nécessaire à la réussite. De plus, on examine la mémoire et les stratégies d'attention.

Les résultats de cette recherche pourront être appliqués à beaucoup d'autres domaines que la performance artistique. M. Cohen a déjà travaillé avec un athlète qui a réussi à améliorer de beaucoup sa performance grâce à cette collaboration.

Parmi les participants se trouvent plusieurs personnes affligées d'un handicap, comme l'asthme ou la surdité.

(Susan Gray est journaliste et traductrice et vit à Montréal.)

Grievance resolution

Unexpected victories on the road to arbitration

Bernice Schrank

Grievance officers will appreciate the role of arbitration as a dispute resolution mechanism. Where would we be without it? When all the other steps of the grievance procedure fail, it is certainly a relief to know the matter can be settled through a formal and fair process.

the possibility of arbitration has a powerful role in grievance resolution

But the possibility of arbitration also has a powerful role in grievance resolution. When I talk of the "possibility of arbitration," I mean the segment of grievance resolution work between the completion of the internal resolution steps and the actual "live" arbitration, a liminal stage in which a great deal may be accomplished for the union and the grievor by careful negotiation.

Before I get on to these delights, let me wander through some of the byzantine thoughts that have led me to consider this stage with so much interest and enthusiasm.

Arbitration is a conservative process

As many of you know, Memorial University of Newfoundland has had the largest number of academic arbitrations in Canada. This is a dubious distinction at best. But it provides an instructive vantage point for discussing some of the complexities of the arbitration experience. Let me say at the outset that my concerns are not fuelled by "sour grapes." We have won most of our arbitrations.

One conclusion drawn from this overabundance of arbitrations is that it is a fundamentally conservative process. It is a mechanism that seeks to protect the several institutional frameworks within which it functions, and so it produces, whenever possible, a cautiously worded, "down the middle" result. Grievance officers hoping for a clear "victory" often have to perform feats of creative interpretation even on decisions in which the grievance is upheld.

grievance officers should give greater consideration to the arbitrators included in their collective agreements

It is, of course, part of the politics of pursuing grievances to arbitration that all arbitrations, win or lose, are seen by grievance officers as important to the association because they clarify the collective agreements/special plans and allow the association to assess more accurately its needs in the next round of collective bargaining. It follows that no faculty association should perform any act of public contrition over a case lost at arbitration.

It is better to win an arbitration than to lose it

Although the following com-

ments should be understood as expressing a positive disposition toward the arbitration process, regardless of the result, it would be naive to think losing is as good as winning. Of course it is better to win than to lose even if the "win" is a "compromise." To improve the union's chances, I think grievance officers should give greater consideration to the arbitrators included in their collective agreements and to the union's sidepersons.

When it comes to selecting arbitrators, serious comparison shopping with grievance officers at other universities is recommended. Negotiating teams certainly need to be advised by grievance officers in this matter. Obviously, the skills and sensitivities of arbitrators vary. Few associations have enough experience individually to assess the strengths and weakness of particular arbitrators.

What we need is more scutbutt about the ways arbitrators have ruled and the kinds of cases they ought to be selected to adjudicate. CAUT is in the process of compiling a list of academic arbitrations. It would be highly desirable if, at the same time, CAUT also produced a list of arbitrators and how they ruled.

Grievance officers should be careful in their suggestions regarding the selection of sidepersons. Some of our colleagues are developing impressive track records as effective sidepersons whose presence on arbitration panels has proved beneficial for the union. Find out who they are and use them.

Whether or not an arbitral decision is favourable to the union, a good sideperson may very well influence the written judgement in favour of the union position by highlighting a variety of points involved in the grievance that the union regards as important, but which are not central to the hearing.

Should a judgement be unfavourable to the union, a good sideperson may well moderate the negative effects of that decision or suggest remedies less injurious to the grievor or union.

Arbitral precedents: When they are good, they are very good, and when they are bad, they are awful

Although winning may be preferable to losing, there are times when a faculty association will take an unresolved grievance all the way to arbitration for primarily political reasons, even though the case is not strong. In my experience, this happens fairly infrequently, which is good, and usually involves a number of faculty in a dispute with the university administration over a financial matter rather than a matter of principle.

In one case with which I am familiar, the faculty association tried to settle a dispute about placement of several hundred faculty members on the salary scale. Although the collective agreement had a

certain degree of ambiguity, the negotiating history as well as the statements of the faculty association interpreting the situation with regard to salaries suggested the administration had a stronger case than the grieving faculty members.

a loss has the potential for establishing precedent that may have a negative impact on the situation of faculty members across the country

Nevertheless, several million dollars were at stake, and the association reasoned it would sooner spend money supporting a large minority of faculty members who might gain considerable monetary benefit through a favourable arbitration decision than spend money defending itself in front of a provincial Labour Relations Board fending off accusations of unfair representation.

In this case, the association lost. But the arbitral loss was tempered by the political gain that it had acted on behalf of a significant number of members to resolve an outstanding dispute, and that the resolution was imposed from without on the union. The union had not imposed its view of a sensitive financial matter on the grieving members.

Since the grievance was anchored to the peculiar formula for calculating past experience in the collective agreement for a limited group for a limited time, it had little significance beyond the particular issue being adjudicated. A loss in a case like this does not usually have serious repercussions in terms of establishing precedent.

There are other cases more directly concerned with matters of academic freedom and tenure in which a loss has the potential for establishing precedent that may have a negative impact on the situation of faculty members across the country. In two cases raising clear-cut academic freedom issues, the grievances were not sustained. Fortunately, the damage done to the concept of academic freedom was mitigated by the way the arbitrator framed his judgement.

In the first case, a senior colleague grieved what he regarded as a disciplinary action by a dean, imposed because he had asked what the dean regarded as rude and inappropriate questions at a meeting that mixed academic colleagues with non-academics. The grievor and the union interpreted the letter the grievor received from the dean advising him that his behaviour was unacceptable and counselling him not to repeat the offence as an infringement of his academic freedom right to free and reasonable expression.

The matter went to arbitration, and the arbitrator ducked the central issue of academic freedom in favour of a cau-



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tious ruling that the dean's response to the faculty member's behaviour was not disciplinary and could not be used in the future to discipline the faculty member.

In the second case, a colleague alleged that his academic freedom was violated because the head of his department refused to countersign his book orders thus in effect denying him the right to choose his own textbooks. The arbitration panel ruled (quite bizarrely in my opinion) that, since the books were available in a local bookshop because the instructor had placed an order there, the fact that the department head refused to countersign his book order to the university bookstore did not constitute a violation of academic freedom.

Slight shifts of wording in these two decisions might well have provided us with precedents in which comments disliked by deans might be the basis for discipline and textbooks disapproved of by department heads might not be used by other faculty members. These are not happy thoughts. In cases like these, the damage of possibly losing is compounded by the damage of possibly establishing Draconian precedents to the detriment of the entire profession.

Negotiating settlements

many grievance officers find that the administration does not treat the early stages of grievance work seriously

Many Collective Agreements provide a multi-phased mechanism for dispute resolution, but in fact, many grievance officers find that the administration does not treat the early stages of grievance work seriously. The imminence of arbitration, usually signalled by the fact that an arbitrator has been selected and contacted, that dates have been set and sidepersons chosen, enables the real business of dispute resolution to take place. Consider

two examples.

Fact-finding

Nineteen nurses in the School of Nursing grieved, alleging their normal workload was actually overload. At both steps of the grievance process, the administration dismissed contemptuously these allegations. The clock stopped and various meetings with senior administration were held, all to no avail.

The grievance committee recommended that an arbitration be scheduled, but the executive of the faculty association worried that a workload grievance that was lost at arbitration might be very damaging to all members of the faculty. After a great deal of internal politicking, it was agreed to schedule the arbitration, and then to propose a fact-finding committee to try to establish what constituted nursing workload.

The arbitration was scheduled. But before it took place, the president of the association requested a meeting with senior administration to discuss alternatives to what might prove to be a very lengthy and costly arbitration.

The president of the association, with various members of the grievance committee, indicated that the facts surrounding nursing workload were not established, and it would be useful to know these facts in advance of the arbitration. Without them, the association argued, it was possible that they would have to pay an arbitrator to discover what the grievance committee and the association already knew, that the facts were in dispute and what was needed was a fact-finding committee.

Ultimately, the administration agreed, and a committee (made up of one member selected by the administration, one by the association and one mutually agreed) was put in place with a mandate to examine the question of workload in the School of Nursing and to make recommendations. These recommendations would be the subject of negotiation between the parties. If

no agreement could be reached, the parties agreed to re-schedule the arbitration.

In due course, the committee reported. It was their unanimous view that the workload in the School of Nursing was excessive and should be reduced from six to four courses. As might be expected, the union was delighted and the administration was furious.

Obviously, although the administration would undoubtedly have argued at any arbitration that all the facts had to be established *de novo*, it seemed to the grievance committee and the association executive that an arbitrator would have a strong disposition to accept the findings of a committee that had been mutually agreed upon, that had terms of reference mutually agreed upon, that had on it the Dean of the School of Pharmacy, and that had unanimously agreed on its recommendations.

Not unreasonably, the association saw its position as strong. The administration probably did too, because it offered to reduce teaching by one-half a course. The absurdity of a half course reduction must have been clear even to them because, after the usual to-ing and fro-ing, the parties settled by halving the difference between the traditional six course load and the four courses proposed by the fact-

finding committee. In other words, the normal course load in the School of Nursing would henceforth be five courses.

Although this negotiation was lengthy, the results were highly desirable. The workload of the nurses was significantly reduced. The arbitration, with all its costs and unpredictabilities, was forestalled. Moreover, the report of the fact-finding committee was useful in informing the on-going discussion of workload. This grievance could not have been resolved so satisfactorily without the possibility of arbitration. But arbitration need not have produced such a positive result.

Memorandum of agreement

An eccentric colleague in the faculty of education found himself on the receiving end of progressive disciplinary measures by his dean. Warnings were followed by reprimands which were followed by a suspension with pay.

All but one of the reprimands were given. Meetings were held. Possibilities were explored. The administration clearly had an agenda: it was intending to dismiss the colleague for cause. To hedge its bets, it was hoping to persuade him to take early retirement and so forestall a lengthy hearing.

The grievance committee proposed that both the col-

league and the dean receive counselling, a proposal that made the administration very angry. The grievance committee then proposed mediation. A little less angry, the administration did not jump at this option either.

As more grievances accumulated, the grievance committee decided it would prepare its recommendation to the executive for arbitration and, at the same time, schedule one last meeting with the administration to try and settle this on-going conflict.

Since the grievor rejected early retirement and the administration refused counselling or mediation, the grievance committee, with the advice of the association lawyer and the consent of the grievor, drew up a lengthy memorandum of agreement which, if accepted by the administration, would constitute a resolution to the legitimate (in their view) outstanding student complaints that were, according to the administration, the source of their concern. This memorandum was presented as the final possibility before arbitration.

The administration was again furious because they now had to admit that they did not want to modify the behaviour of the colleague, they wanted to remove him. Not a big surprise. The grievance committee insisted the purpose of discipline was behav-

iour modification, and that the memorandum, if agreed to by the parties, would achieve that result. If it did not, the administration could take whatever further actions it deemed appropriate, and the parties would then proceed to arbitration on all the outstanding grievances.

The administration made one last effort to remove the colleague. Without his knowledge or consent, the director of labour relations contacted the psychiatrist who was treating the colleague and later suggested to the grievor's case officers that the psychiatrist would support an application by the grievor for long term disability.

The case officers contacted the psychiatrist, who denied that he had participated actively in this alleged conversation, much less given his support for this application. The situation from the administration point of view had thus reduced to two options: negotiate a settlement or proceed to arbitration.

where the central issue is the competence and personality of the grievor, any arbitration, even one that proves successful, is likely to be painful and destructive to the grievor

The matter has not yet been settled, but the administration

has finally produced a revised memorandum of agreement not hopelessly different from the grievance committee version, so, presumably, negotiation to resolve this long-standing dispute will finally begin.

If it does not succeed, and the association winds up in front of an arbitrator, it seems clear that the position of the grievor and the association will be enhanced by the fact that they proceeded in a reasonable manner, exploring all legitimate avenues of grievance resolution.

It will also be clear that the administration has behaved in what appears to be a provocative and unethical manner, particularly with regard to its contacting of the psychiatrist.

But in circumstances like this, where the central issue is the competence and personality of the grievor, any arbitration, even one that proves successful, is likely to be painful and destructive to the grievor. In these circumstances, negotiation is very attractive. But it should be clear that, if the grievance committee succeeds in this case, it will only be because arbitration was a very real possibility.

(Paper presented at the CAUT Collective Bargaining Cooperative Grievance Officers' Conference - Montreal, November 5-7, 1993.)

Censured Administrations in the U.S.

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 Fourteenth Street, N.W., Suite 500, Washington D.C. 20005.

Grove City College (Pennsylvania) (March 1963, 15-24)	1963
University of the Ozarks (Arkansas) (December 1963, 352-59)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	
Amarillo College (Texas) (September 1967, 292-302)	1968
Frank Phillips College (Texas) (December 1968, 433-38)	1969
University of Central Oklahoma (March 1969, 66-77)	1969
Southern Arkansas University (March 1971, 40-49)	1971
Camden County College (New Jersey) (September 1973, 356-62)	1974
Virginia Community College System (April 1975, 30-38)	1975
Concordia Seminary (Missouri) (April 1975, 49-59)	1975
Houston Baptist University (April 1975, 60-64)	1975
Murray State University (Kentucky) (December 1975, 322-28)	1976
Blinn College (Texas) (April 1976, 78-82)	1976
Marquette University (Wisconsin) (April 1976, 83-94)	1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82-87)	1977
State University of New York (August 1977, 237-60)	1978
University of Detroit Mercy (March 1978, 36-54)	1978
Phillips County Community College (Arkansas) (May 1978, 93-98)	1978
University of Texas of the Permian Basin (May 1979, 240-50)	1979
Wingate College (North Carolina) (May 1979, 251-56)	1979
Olivet College (Michigan) (April 1980, 140-50)	1980
Nichols College (Massachusetts) (May 1980, 207-12)	1980
Bridgewater State College (Massachusetts) (April 1981, 86-95)	1981
Yeshiva University (New York) (August 1981, 186-95)	1982

American International College (Massachusetts) (May-June 1983, 42-46)	1983
Illinois College of Optometry (November-December 1982, 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April 1984, 23a-32a)	1984
Westminster College of Salt Lake City (Nov.-Dec. 1984, 1a-10a)	1985
Southwestern Adventist College (Texas) (Jan.-Feb. 1985, 1a-9a)	1985
Talladega College (Alabama) (May-June 1986, 6a-14a)	1986
Southern Nazarene University (Oklahoma) (Nov.-Dec. 1986, 7a-11a)	1987
The Catholic University of Puerto Rico (May-June 1987, 33-38)	1987
Husson College (Maine) (May-June 1987, 45-50)	1987
Hillsdale College (Michigan) (May-June 1988, 29-33)	1988
University of Judaism (California) (May-June 1988, 34-40)	1988
Maryland Institute, College of Art (May-June 1988, 49-54)	1988
Southeastern Baptist Theological Seminary (North Carolina) (May-June 1989, 35-45)	1989
Alabama State University (May-June 1989, 46-56)	1989
Concordia Theological Seminary (Indiana) (May-June 1989, 56-67)	1989
The Catholic University of America (Sept.-Oct. 1989, 27-40)	1990
Saint Leo College (Florida) (November-December 1989, 34-40)	1990
New York University (May-June 1990, 49-56)	1990
Dean Junior College (Massachusetts) (May-June 1991, 27-32)	1992
Wesley College (Delaware) (May-June 1992, 24-36)	1992
The New Community College of Baltimore (May-June 1992, 37-41)	1992
Loma Linda University (California) (May-June 1992, 42-49)	1992
Chowan College (North Carolina) (May-June 1992, 50-54)	1992
Clarkson College (Nebraska) (May-June 1993, 46-53)	1993
North Greenville College (South Carolina) (May-June 1993, 54-64)	1993
Savannah College of Art and Design (May-June 1993, 65-70)	1993

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CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

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Resolved: Canadian universities undervalue teaching

A debate with Walter Pitman on the Smith Report

Dans son rapport, Smith a blâmé les universités canadiennes de sous-estimer l'enseignement. Cependant, des exemples prouvent le contraire: des dossiers de permanence et d'avancement révèlent que l'on accorde une attention considérable à l'enseignement et que l'on exige un rendement élevé; des enquêtes auprès de diplômés récents, ces «consommateurs» instruits, montrent qu'ils voient l'enseignement d'un bon oeil; la remise de distinctions honorifiques et de récompenses par les collègues au sein de l'université montre que le corps professoral l'apprécie extrêmement.

Plusieurs ouvrages américains controversés, où l'enseignement est critiqué, ont induit Smith en erreur. Il n'a pas vérifié leur validité aux États-Unis et ne s'est pas penché non plus sur les différences importantes entre le Canada et les États-Unis, ce qui l'a amené à prescrire un choix douteux de «remèdes».

H.W. Arthurs

Statistics Canada recently surveyed 140,000 individuals who had graduated from Canadian universities in 1990: 84.3 per cent were very satisfied or somewhat satisfied with the quality of teaching; 15.2 per cent were somewhat or very dissatisfied; 84.9 per cent were satisfied or very satisfied with their access to faculty members; 14.9 per cent were not. And even in these desperate economic times, 80.5 per cent believed that their undergraduate programs provided them with the job skills they required; only 19.3 per cent did not. In every case, Ontario universities ranked slightly above the Canadian average — though this is counterintuitive, since we labour under two distinct disadvantages: we are radically underfunded by national standards and radically over-committed to research, according to Dr. Smith's report.

How are we to read these figures? Are students poor judges of teaching or is Dr. Smith?

Let me say, first of all, that if students are poor judges, they are remarkably consistent judges. In my own university, for example, I examined the files of every professor who was being recommended for promotion or tenure over a period of three years. On three key indicators, students consistently rated their instructors at about 4 points on a 5 point scale — an A grade, if we were grading them — with senior professors ranking on average slightly higher than junior professors. I have seen studies from other universities: all show a similar high level of satisfaction on the part of both current students and recent graduates.

In fact, Dr. Smith knew this well: he commissioned a telephone survey of undergraduates to determine student satisfaction. The great majority said they were satisfied or very satisfied, but I don't actually recall that these figures made it into Dr. Smith's report.

Nonetheless: Dr. Smith has been going up and down the country for a couple of years, arguing that teaching is "undervalued" in Canadian universities. If by that he means that teaching is not well regarded by students, he is going to have to pull some statistical rabbits out of his hat: what is his evidence?

So I have now to ask again: is Dr. Smith a good judge of whether teaching is undervalued in Canadian universities?

Mind you, he hasn't said who

in the universities does the undervaluing. Obviously it isn't the students. He surveyed the faculty; and he says that they view teaching as important. So it must be someone else who undervalues teaching: but whom? The board of governors? No suggestion of that in the Smith Report. The presidents? Well, they are logical suspects — though to tell the truth, I have never met a president who wasn't convinced that good undergraduate teaching was a core commitment of his or her university. And not only do presidents lack motive, they have an alibi: presidents don't hire, fire or reward faculty members: faculty committees typically have prime responsibility for these decisions.

Well, we don't quite know who is doing the undervaluing, and from all available evidence, it seems that its prime consumers rate university teaching so highly. What's the problem? Well, Dr. Smith might say that by "undervalued" he didn't actually mean the teaching wasn't any good. According to Dr. Smith, regardless of how good the teaching is, he can tell that someone has undervalued it for three reasons: because of the way we allocate university resources, because of the reward system which regulates academic careers, and because we do not make more effort to monitor teaching or to invest more to improve it through training and technology.

Let me speak to each of those concerns. Dr. Smith says we skimp on teaching, while lavishing resources on research. He proposes some indicators of what he sees as a misallocation of resources: the seniority and credentials of the person at the front of the lecture hall; how many hours per week that person spends in class; what studies are being done to measure the outcome of the classroom experience; what procedures are in place to measure professorial productivity and performance.

These are not unimportant facts: but in and of themselves they prove very little because none of us knows — not him, not me — whether teaching in Canadian universities actually is innovative, efficient, successful or — I hesitate to use a word Dr. Smith never uses — learned.

Why, then, has Dr. Smith focused on the resources question? I think that he has fallen into the trap of trying to demonstrate that Canadian universities are guilty of the sins of

which American universities stand accused in a series of sensational and argumentative books. Specifically, he claims to see in Canadian universities the beginning of the same distressing trends which are said to bedevil large, so-called "research intensive" American universities. And he offers some anecdotes and a tasteful collection of adjectives to bootstrap his conclusions.

Let's assume that we ought to take the indictment of American universities as proven: that these prestigious institutions do not in fact care about their undergraduates: that they care only about their research and their reputations for scholarship. Why would we imagine that the same necessarily holds true of large Canadian so-called research intensive universities?

In the first place, even if they wanted to, Canadian universities could never hope to create the intense focus on research which is alleged to have ruined teaching at their American counterparts. There just isn't the funding available. Per capita public support for research in Canada is a fraction of what it is in the United States; unlike the United States, there is minimal chance to buy professors out of teaching — as opposed to paying for actual research costs; contractual and industrial research — alas — brings relatively small dollars to most of our universities; and the number of Canadian foundations large enough to fund university research on a significant scale could be counted comfortably by any three-toed sloth.

Second, in most provinces, and certainly here in Ontario, universities cannot materially improve their resources by enhancing their research reputations. Our government grants are distributed according to a fixed formula, based on student numbers, with virtually no bonus for being "research intensive." The political economy of elite American universities is very different. They are not funded on a formula; they compete constantly for discretionary grants and gifts and endowments, and they compete as much by pursuing Nobel Prizes and National Championships, as by the quality or quantity of students they serve.

Third, all Canadian universities are public universities: while some manage to attract a reasonable national clientele, most undergraduates at so-called research-intensive universities like Toronto or UBC or Montreal are drawn from a local catchment area. These universities simply cannot afford to shortchange the sons and daughters of taxpayers in their local catchment areas by giving them a rotten undergraduate education. And Stuart Smith to the contrary notwithstanding: these universities — like Harvard and Stanford and Princeton and Chicago — do continue to attract applications from very large numbers of very highly qualified young people who want to study there as undergraduates.

I am not about to argue that the undergraduate experience at these places — or at other Canadian universities, except York — is beyond improvement. The greater the emphasis on, the greater the opportunity for, research, the more likely it is that some very talented faculty members will spend some of their time on activities other than undergraduate education. But let's not overstate: that still leaves, at any given moment, many excellent faculty members — including many leading scholars — who are prepared to give undergraduates their full attention and commitment.

And yes, it is true that the size, diversity, and complexity of these large "research intensive" institutions can be intimidating for many undergraduates, even though these very characteristics also represent exciting and unusual opportunities for undergraduate education. And yes — who would deny it? — the experience of campus life in big cities is almost sure to be less serene and supportive than it is in college towns.

All of these things are true, but this does not mean that large "research intensive" Canadian universities undervalue teaching. Universities in Ontario and across Canada — all universities, regardless of their size or the balance of their programs or the mission they chose to define for themselves — do value teaching.

And here I come to Dr. Smith's concern about reward systems. Teaching to an adequate standard is everywhere in Canada — literally everywhere — a precondition of tenure; and outstanding teaching is almost everywhere, one of the possible routes to promotion, honours and rewards. Teaching is generally evaluated very carefully on the basis of student questionnaires, classroom visits by committees of colleagues, teaching awards, and so forth. As someone who has read hundreds of files — more, I am sure, than Dr. Smith — I can tell you that teaching dossiers are treated as very important in all decisions having to do with a professor's status within the university.

Dr. Smith, indeed, is in no position to dispute this. What he has said is, essentially: look, I am a one man commission; I could not do very much research, and had to depend on what the universities told me. If they could not tell me very much about teaching loads, about reward systems, about resource allocation, about testing and technology, what could I do except assume that they didn't know and didn't care about teaching? And when I received a litany of complaints from various sources, what could I do except assume that all of my own worst suspicions were true?

But even Dr. Smith would never argue that he had strong first-hand evidence to make his case against Canadian universities. So what did he do? He went back to the source: he wrote away for a J.J. Bean cata-

logue of trendy American academic prescriptions: in effect, he said, let's know more, measure more, prescribe more, account more, distribute more rewards, impose more punishments, buy more machines, take more training courses — and we will have accomplished a transformation of what he had begun by concluding was the anti-teaching culture of universities.

Maybe some of these ideas are worthwhile on their merits; maybe some are not; we should look at them all carefully. But if they rest on a fundamental misjudgment about teaching in Canadian universities, they might end up doing more harm than good. And I believe that Dr. Smith's judgment is indeed a misjudgment. Even if we concede that teaching in Canadian universities is under-researched, under-capitalized, and perhaps even under-policed, it does not follow that teaching is undervalued.

Of course Dr. Smith had reason to be frustrated by his inability to get the facts on teaching: on how much we spend, how many hours we teach, how professors distribute their energies and the like. But he did not have to conclude — he was not entitled to conclude — that Canadian universities undervalue teaching. He could have said: here is my scant evidence; in all honesty, there is not enough there for me to draw reliable conclusions. Or he could have asked for more time and money to do more research — though given his own scepticism about research, this would have been ironic.

Or he could have asked himself a very simple question: here are ten thousand very intelligent people — the professoriat of Ontario's universities — who have committed themselves to a lifetime of teaching. Why do they do it? They are overworked and underpaid: there are studies to prove it; but they teach — almost all of these professors — with professionalism and pride, and most with some flair and passion. Why do they do it? They seem to teach well: their students think they do; their peers, their deans, their presidents think they do. Why do they do it?

Well, he would have learned, they do it — I do it; we do it — because it is our profession and our passion, because we seek the cheap thrill of classroom applause, and the long chance of immortality which comes from trying to ensure that our ideas will live on in our students. Put that in your report, Dr. Smith, and then talk to us about the value of teaching.

These remarks were delivered at the Conference on Renewal sponsored by the Council of Ontario Universities. They were intended to be used in a debate with Dr. Stuart Smith but, due to his illness, were made in his absence.

(Harry Arthurs is a Professor of Law at Osgoode Hall Law School, and President Emeritus, York University. He is a former chair of the Council of Ontario Universities.)

CLASSIFIED

CAUT/ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi ou les droits de la personne ne le permettent. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrôle fédéral. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins \$200 000 s'engagent, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats (et à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202) 737-5900.

ACCOUNTANCY

UNIVERSITY OF WATERLOO - School of Accountancy. Applications are being invited for a tenure-track position at the Assistant Professor rank from those with teaching and research interests in (1) auditing and attestation, (2) financial accounting, (3) finance, (4) management accounting and information systems, (5) taxation, PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1994. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ACCOUNTING RESEARCH & EDUCATION

UNIVERSITY OF MANITOBA. Applications are invited for the position of Director of the Centre for Accounting Research and Education at the University of Manitoba. The Centre was established recently to provide support for basic and applied research in accounting and for the development of accounting education programs. The director will be a research scholar with a PhD who brings a proven track record in teaching and research and who is capable of providing leadership in the area of accounting. The Director will be appointed in a tenure-track position at the rank of Associate Professor. Salary will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Send resumes to the Director, Centre for Accounting Research and Education, University of Manitoba, 605-10th St. W., Winnipeg, MB R3T 5V6.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Director of the Voluntary Sector Management Program. This is a full-time, tenure-track position at the senior associate or full professor level. The primary responsibility of the position will be to lead the team in the formation of a national centre for non-profit management research and education. This will include implementing a new diploma in non-profit management within the York MBA program, developing a national program of applied research into key issues facing this sector, expanding an existing executive development program for non-profit managers, and spearheading a continuing fundraising initiative. Commensurate with a senior position, successful applicant must have demonstrated excellence in research and teaching related to the unique problems of managing non-profit organizations. As well, the successful applicant must have energy, commitment and talent for establishing the program's reputation as a truly national centre for research and education in voluntary sector management. Applications, including CV and reference, should be sent to: Prof. Viv Murray, Director, Voluntary Sector Management Program, Faculty of Administrative Studies, York University, North York (Toronto), Ont. M3J 1P3. Deadline for submissions: when position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINNIPEG. The Administrative Studies programme of the University of Winnipeg invites applications for two positions at the level of Assistant Professor. These are probationary tenure-track positions, and are subject to final budgetary approval. These positions will begin September 1, 1994. The desired specialties include Accounting and Finance, Human

Resources, and Entrepreneurship. Proficiency in application of research methods is an intermediate level in more than one of these areas. Responsibilities include teaching a variety of courses, carrying out a program of research in the candidate's specialty, and participating in the affairs of the Programme and University. An advanced degree is required for these positions, and a PhD preferred. Teaching and professional experience are valuable. Salary levels will be commensurate with candidates' experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should, by February 15th, 1994, send a curriculum vitae, including the names of three referees to: Prof. D.W. Erbech, Director, Programme in Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9.

AGRICULTURAL ECONOMICS

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Agricultural Economics. The University of British Columbia invites applications from suitably qualified persons for the position of Assistant Professor. Appointment may be considered at a higher rank for a woman who has received a PhD. The position involves undergraduate and graduate teaching and research. A PhD in Agricultural Economics or Economics is expected. Strengths in the areas of natural resources and environmental economics, including a focus on empirical investigations, policy analysis, related trade issues, and applications to domestic and international problems would be an asset. Preference will be given to individuals who are able to combine a strong background in economic theory with these specializations and strong quantitative skills. Applications will be received until February 28, 1994 or until the position is filled. The position is available July 1, 1994. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. Applicants should submit a letter containing a statement of teaching and research interests, a curriculum vitae, and names of three referees to: Prof. R.R. Burchello, Head, Department of Agricultural Economics, The University of British Columbia, Rm. 303, Vancouver Campus, 2053 Main Mall, Hasty Road, B.C. V6T 1Z2.

ANTHROPOLOGY

UNIVERSITY COLLEGE OF CAPRETON - School of Arts and Social Sciences. Limited term position - Cultural Anthropology. Please quote reference ACALP-82. Subject to budgetary approval, applications are invited for a twelve-month limited-term position in Cultural Anthropology. The rank of Assistant Professor, beginning July 1, 1994. Applicants are required to hold a PhD in Anthropology or a related field, or be nearing completion of the PhD. Area of teaching in Anthropology are open. Qualifications for the position include: a letter of application, curriculum vitae, and names, addresses, and telephone numbers of three referees to: Mr. Jack MacLeod, Human Resources, Buildings and Grounds, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. Canada B1P 6L2. Fax (902) 562-7499. In accordance with Canadian immigration requirements, priority will be given to citizens and to permanent residents of Canada. UCCB is an equal opportunity employer.

LAKELAND UNIVERSITY - The Department of Anthropology at Lakeland University invites applications for a probationary, limited-term appointment in socio-cultural anthropology with a research interest in the North and, preferably, medical anthropology commencing August 1, 1994. The applicant should have a PhD in anthropology and a strong commitment to research. Previous university level teaching experience in the listed subject areas is desirable and the capability of teaching biological anthropology at a second year level would be an asset. Responsibilities include undergraduate teaching and honors thesis supervision, research and administrative duties. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: Dr. J. Gellert, Dean of Arts and Science, Lakeland University, Thunder Bay, Ontario,

Canada P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Likewise, UCCB is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WINNIPEG - Department of Anthropology. Applications are invited for a tenure-track position in Cultural Anthropology at the University of Winnipeg. Applicants must have a PhD and have field experience with a commitment to on-going research programs. In addition to an active research program, a successful candidate should possess demonstrated excellence in teaching. Area of specialization is open and people with cross-disciplinary interests or specializations are welcome to apply. Area should complement existing interests and specializations of the faculty. The department is undergraduate and consists of six full time faculty with research interests in archaeology, osteology, cultural anthropology and ethnology. Research laboratories and major collections are maintained in all these areas. Subject to final budgetary approval, this appointment will be effective September 1, 1994. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should, by February 15, 1994, send a curriculum vitae with the names and addresses of three referees to: Dr. Susan Hemshaw, Chair, Department Personnel Committee, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. For the purpose of evaluating applications, please include teaching experience and a list of relevant publications.

UNIVERSITY OF VICTORIA. Department of Anthropology. Applications are invited for up to two full time seasonal replacement positions for the period September 1, 1994 to April 30, 1995. These positions are subject to budgetary approval and are for Cultural Anthropology in addition to introductory cultural anthropology, can teach at least one of the following: medical anthropology, Canadian ethnic groups, or anthropology of religion. The second position is for a Physical Anthropologist who, in addition to introductory physical anthropology, can teach at least one of the following: paleoanthropology, medical anthropology, or nutritional anthropology. Applications should be completed and sent to: Dr. L. Donald, Acting Chair, Department of Anthropology, University of Victoria, P.O. Box 3825, Victoria, B.C. V8X 3P5. The closing date for applications is January 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Applicants are encouraged from aboriginal peoples, members of visible minorities, persons with disabilities, and women.

UNIVERSITY OF WATERLOO - The Department of Anthropology. University of Waterloo is seeking a tenure-track, two-year, full-time definite term position at the rank of Assistant Professor in archaeology, preferably with research interest and experience in Ontario Prehistory. The appointment is subject to the availability of funds. The PhD must be complete for appointment at the rank of Assistant Professor. The position involves teaching an introductory course in Human and Cultural Evolution and undergraduate courses in North American prehistory, Great Lakes Archaeology, Principles of Archaeology, and willingness to teach Introductory Social and Cultural Anthropology or other general anthropology courses (e.g., Cultural Ecology, History of Theory, Arctic Peoples). In addition, the applicant should be prepared to supervise reading course and senior honours papers. The Anthropology Department at the University of Waterloo is currently an undergraduate department with a strong commitment to teaching and research. The position begins on July 1, 1994, with teaching duties in two of three terms per year. The salary for Assistant Professor is \$38,832. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send their vitae and names of at least three referees by January 31, 1994 to: Dr. Anne Zeller, Chair, Depart-

ment of Anthropology, University of Waterloo, Waterloo, Ontario N2L 3G1. Applications may also be sent by Fax to 519-747-9149.

APPLIED LANGUAGE STUDIES

BROCK UNIVERSITY - The Department of Applied Language Studies invites applications for two 9-month appointments at the rank of Lecturer or Assistant Professor, starting 1 September 1994. Both positions involve teaching three full courses at the undergraduate level. One position requires an individual with a background in linguistics and second language acquisition/teaching, the other in language development and language pathology (requires a background in Speech Pathology). These positions are subject to final budgetary approval. Candidates should submit a letter of application, a curriculum vitae and the names of three referees by 15 February 1994 to: Dr. H.M. McCarroll, Chair, Department of Applied Language Studies, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply.

ART EDUCATION

CONCORDIA UNIVERSITY - The Department of Art Education. has two full time tenure-track positions available. Candidates must hold a doctorate in art education. Applications must be accompanied by a curriculum vitae, a list of references, and a letter of recommendation from a professional colleague. The closing date for applications is February 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Submit applications and references to: Dr. David Panter, Chair, Human Resources and Recruitment Department, Concordia University, VA 2091, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6.

UNIVERSITÉ CONCORDIA - Le Département d'enseignement de l'art offre deux postes d'enseignement régulier susceptibles de mener à la permanence. Les candidatures doivent être accompagnées d'un curriculum vitae, d'une lettre de recommandation d'un collègue et d'une lettre de motivation. Les lettres de candidature doivent être accompagnées de références. La date limite de dépôt des candidatures est le 1er février 1994. Conformément aux exigences canadiennes en matière d'immigration, cet avis s'adresse aux citoyens canadiens et aux résidents permanents. L'Université Concordia soutient les principes de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées. Prière d'envoyer les candidatures et toutes les demandes de renseignements supplémentaires sur les qualifications requises à: M. David Panter, Directeur du comité de recrutement, Université Concordia, Département d'enseignement de l'art, VA 2091, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M6.

ASTRONOMY & PHYSICS

SAINT MARY'S UNIVERSITY. Department of Astronomy and Physics invites applications for a tenure-track position at the Assistant Professor level commencing September 1, 1994 subject to funding confirmation. A PhD and a strong commitment to undergraduate teaching in physics and astrophysics programs are required. The successful candidate will be expected to establish an active research program which complements the interests of existing faculty and which would involve both senior undergraduates and graduate students enrolled in the Astronomy MSc program. We are particularly interested in astrophysicists with strong physics backgrounds or physicists with strong astrophysical interests. The Department consists of eight faculty members whose current research interests include particle physics/astrophysics, molecular outflows, open clusters, stellar pulsation, the cluster distance scale, evolution of early type galaxies, and simulations and observations of extragalactic radio sources. There are several guest positions in the Department connected to the international network via Internet. The Department also possesses a Culey Iris Astrophotometer, a microdensitometer, a Gaertner measuring

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CAUT members are entitled to apply for these low-cost plans:

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City/Ville

Province

Code

engine, copies of the Pajoma and ESO sky cameras, and a computer with a spectroscopy and image imaging. Applicants should send a curriculum vitae, a letter of recommendation from a chemistry professor, and a letter of recommendation from a physics professor. Send to: Dr. David Taylor, Chemistry Department of Astronomy and Physics, Saint Mary's University, 3600 University Drive, St. John's, NL A1B 3X9, Canada B3H 3C3, to arrive no later than February 15, 1994. In accordance with the Immigration and Refugee Act, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities.

BIOCHEMISTRY

CONCORDIA UNIVERSITY - Applications are invited for a Biochemistry tenure-track position at the level of Assistant Professor, beginning August 1, 1994. The successful candidate will be expected to establish an externally funded research program and to teach introductory biochemistry and/or physical biochemistry. Preference will be given to candidates studying macromolecular interactions. In addition, the candidate should have an English-speaking university located in the Montreal area. The candidate must have a Ph.D. in Biochemistry or a related field. Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates should be given priority. Send curriculum vitae and letters of recommendation to: Dr. Richard L. Taylor, Department of Biochemistry and Biotechnology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6 Canada.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY - Department of Biological Sciences. Applications are invited for a tenure-track position at the Assistant Professor level in the area of Plant Stress Physiology. The candidate should have a Ph.D. in a related field, demonstrated experience in Weed Science or Plant Stress Physiology. The candidate should have a postdoctoral experience and a balance of basic and applied research interests. The candidate should be able to contribute to undergraduate teaching in plant physiology and general biology. He/she will also be expected to develop an active research program in research program and contribute to the Department's graduate studies program. The successful candidate will be a member of the Department's Centre for Pest Management and provide graduate training in the area of weed biology and plant stress physiology. There are many possibilities for collaborative research in a number of areas and excellent facilities exist for physiological and molecular biology research. Position is available April 1, 1994, starting date is negotiable. Send curriculum vitae and letters of recommendation to: Dr. B. Blake, Dean, Faculty of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. The closing date for applications is March 31, 1994. Simon Fraser University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons who at the time of application are eligible for employment in Canada. This position is subject to budgetary approval.

BIOLOGY

CONCORDIA UNIVERSITY - The Department of Biology is seeking applications for two positions at the Assistant Professor level starting August 1, 1994. Candidates must have a Ph.D. in Biology and research experience and published evidence of research ability. One position is in the area of Fish Ecology and Behaviour. The successful candidate will be expected to participate in an introductory course in Organismal Biology and to contribute to the development of new Honours and Specialization programmes in Ecology. Experienced teaching at the undergraduate level and supervising graduate students is desirable. The other position will be in the area of Plant Biology. The ideal candidate will complement the existing strengths of the department in biochemistry and molecular biology and will be expected to contribute to the teaching of introductory and upper level courses in the plant biology curriculum. Successful candidates for both positions will be expected to develop active research programs. One position is tenure-track; the other will have a limited-term appointment of tenure track subject to budgetary considerations. Applicants should send a curriculum vitae, a statement of research interests, selected reports, and three letters of reference to the Chair, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6 Canada. Send to: Dr. B. Blake, Dean, Faculty of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. The closing date for applications is March 31, 1994. Simon Fraser University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates should be given priority.

BIOLOGY

TRINITY WESTERN UNIVERSITY - Biology. Tenure-track position at rank of Assistant Professor. PhD completed or near completion is required. Areas of specialization in general biology, cell biology, botany, and land ecology. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to: Dr. Jack Van Dyke, Assistant Dean, Faculty of Natural and Applied Sciences, Trinity Western University, 7600 Glover Road, Langley, B.C. V4A 0R1 Canada V4Y 1Y1. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens or permanent residents.

TRINITY WESTERN UNIVERSITY - Applications for a tenure track appointment subject to budgetary approval is a full-time position in the Biology Department at the Assistant Professor level, commencing August 1, 1994. The successful candidate will be expected to teach introductory and upper level courses in the biology curriculum. Successful candidates for both positions will be expected to develop active research programs. One position is tenure-track; the other will have a limited-term appointment of tenure track subject to budgetary considerations. Applicants should send a curriculum vitae, a statement of research interests, selected reports, and three letters of reference to the Chair, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6 Canada. Send to: Dr. B. Blake, Dean, Faculty of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. The closing date for applications is March 31, 1994. Simon Fraser University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates should be given priority.

Applicants preferably should have post-doctoral and teaching experience, and an active research program. The successful candidate will be asked to teach a second year course in cell biology, share in the teaching of the cell biology position of an upper level course in cell or molecular biology. The salary scale for the position is \$41,816 and salary will be commensurate with qualifications and experience. An equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Trinity University is an Employment Equity Employer and is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. A curriculum vitae and letters of reference should be sent to the Chair of the Search Committee, Department of Biology, Trent University, Peterborough, Ontario K9J 7B8, by March 1, 1994.

BUSINESS

MCGILL UNIVERSITY - Faculty of Management. Applications are invited for a tenure-track position in the area of International Business, Marketing, Management, Organizational Behaviour, and Policy. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Com., M.B.A. and Ph.D. degrees. Apply in writing to: Prof. Richard L. Taylor, Associate Dean, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. Closing date to receive applications is January 31, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to employment equity.

BUSINESS ADMINISTRATION

MEMORIAL UNIVERSITY OF NEWFUNDLAND - The Faculty of Business Administration is seeking tenure-track applications in the areas of International Business, OT/DBHR, Industrial Relations and Accounting. Candidates must have a Ph.D. in a related field and a minimum of five years of postgraduate experience. Applications are possible at all ranks. Employment is full-time. Salary and rank will be commensurate with the candidate's qualifications and experience. Tenure-track applications should be sent to the Chair of the Faculty, Memorial University, St. John's, NF, Canada A1B 3X9. Fax: (709)737-8851. Fax: (709)737-2467.

BUSINESS ADMINISTRATION & COMMERCIAL

UNIVERSITY OF MANITOBA - Faculty of Management. Applications are invited for a tenure-track position in the areas of (a) accounting and (b) finance with one position available in each area. Positions are open based on qualifications and experience. The successful candidate will also possess a Ph.D. or M.B.A. completed or near completion is required. Salary is commensurate with qualifications and experience. The University is committed to employment equity. Please send 2 copies of your CV and letters of reference to: Dr. B. Blake, Dean, Faculty of Business Administration, University of Manitoba, Newell Building, St. John's, NF, Canada A1B 3X9. Fax: (709)737-8851. Fax: (709)737-2467.

BUSINESS ADMINISTRATION & COMMERCIAL

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BUSINESS ADMINISTRATION & COMMERCIAL

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ory consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence J. Gould, Head, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba, R3T 5V6.

CHEMISTRY

BISHOP'S UNIVERSITY - Department of Chemistry. Applications are invited for a one-year temporary replacement appointment to teach General Chemistry, Spectroscopic Methods of Analysis, and Instrumental Analysis, beginning July 1, 1994. A PhD or equivalent qualification is required. The successful candidate should have a strong interest in chemistry at the undergraduate level. This appointment is expected to be at the level of Assistant Professor level. Salary: \$19,934.94. For Assistant Professor is \$24,934.94. The successful candidate will have a curriculum vitae and the names of three referees should be sent as soon as possible to: Dr. R. D. Gosselin, Department of Chemistry and Mathematics, Bishop's University, Lennoxville, Quebec J1M 1Z7, Tel: (819)822-9633, Fax: (819)822-9611. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

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THE UNIVERSITY OF MANITOBA - The Department of Chemistry is seeking outstanding candidates for a tenure track position in the area of analytical or physical chemistry commencing July 1, 1994 (subject to final budgetary approval). Candidates must possess a Ph.D. and should have post-doctoral, industrial or university teaching experience. Applications from women, aboriginal people, visible minorities and disabled persons are encouraged. The successful candidate will be expected to teach at the undergraduate and graduate levels, and committee work. The University has an enrollment of 20,000 students, 13 support staff, actively supports research involving 40 PhD and MSc students and 10 Research Associates, and offers strong teaching programs. In all areas of Chemistry including Biochemistry, Organic Chemistry, Physical Chemistry, and Polymer Chemistry. The department includes Bruker AMX500, WH-600 and WBPCOR NMR instruments, a Varian 500 MHz NMR spectrometer, and a Bruker AMX500 spectrometer capable of solution and solid-state studies. The University of Manitoba encourages applications from women, aboriginal people, visible minorities and disabled persons. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be dependent on qualifications and experience. Send 2 copies of your CV and letters of reference to: Dr. B. Blake, Dean, Faculty of Business Administration, University of Manitoba, Newell Building, St. John's, NF, Canada A1B 3X9. Fax: (709)737-8851. Fax: (709)737-2467.

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strated expertise in the use of statistical packages and general computer applications is preferred. Applicants should submit by March 1, 1994 a letter of application, curriculum vitae, and a list of references sent to: Dr. Zofia Meant, Director, Child Studies Program, Brock University, St. Catharines, Ontario L2S 3L1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender inequalities among its faculty.

CLASSICS

CONCORDIA UNIVERSITY - Classics. Applications are invited for a ten-month appointment to replace the rank of Lecturer or Assistant Professor of Classical Studies, beginning August 1, 1994. Teaching responsibilities include the areas of Greek and Classical Studies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates should be given priority. Send curriculum vitae and the names of three referees to: Dr. A. Carson, Dean, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, Fax: (902)420-5455. These positions are open until filled.

COMMUNICATION DISORDERS

DALHOUSIE UNIVERSITY - School of Human Communication Disorders. Faculty Position in Audiology. Applications are invited for a full-time probationary tenure track position in Audiology at the level of Assistant Professor. Responsibilities include (1) graduate level teaching in the area of audiology, (2) research in the area of audiology, (3) student research supervision and (4) university service. Qualifications: PhD in Audiology, generalist with specialization in clinical audiology and three letters of reference should be sent to: Dr. R. S. Kilpatrick, Head, Department of Classics, Queen's University, Kingston, Ontario, K7L 3N6, Telephone: (613)545-2745, FAX: (613)545-6300. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program which welcomes diversity in the workplace. Queen's University encourages applications from women, aboriginal people, visible minorities and disabled persons. The University is willing to help the spouse of a new appointee to find suitable employment.

COMMERCIAL

MOUNT ALLISON UNIVERSITY - Department of Commerce. Applications are invited for a tenure-track or term position, commencing on July 1, 1994. Candidates should have a Ph.D. and teaching and research experience in Marketing. In addition the candidate should be able to teach at the undergraduate level in the following areas: Management, Business Policy or Organizational Behaviour. The successful candidate will be expected to teach at the undergraduate and graduate levels, and committee work. The University has an enrollment of 20,000 students, 13 support staff, actively supports research involving 40 PhD and MSc students and 10 Research Associates, and offers strong teaching programs. In all areas of Chemistry including Biochemistry, Organic Chemistry, Physical Chemistry, and Polymer Chemistry. The department includes Bruker AMX500, WH-600 and WBPCOR NMR instruments, a Varian 500 MHz NMR spectrometer, and a Bruker AMX500 spectrometer capable of solution and solid-state studies. The University of Manitoba encourages applications from women, aboriginal people, visible minorities and disabled persons. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be dependent on qualifications and experience. Send 2 copies of your CV and letters of reference to: Dr. B. Blake, Dean, Faculty of Business Administration, University of Manitoba, Newell Building, St. John's, NF, Canada A1B 3X9. Fax: (709)737-8851. Fax: (709)737-2467.

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COMMERCIAL

MOUNT ALLISON UNIVERSITY - Department of Commerce. Applications are invited for a tenure-track or term position, commencing

British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a woman with exceptional qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Further information may be obtained from Dr. Gene Namkook (604-822-6275; e-mail: gene.namkook@mtsbu.ca). Salary will be determined by qualifications and experience. The closing date for applications is January 31, 1994. Letters of application, curriculum vitae, statement of research and teaching interests, and three letters of reference should be sent to: Dr. Gene Namkook, Head, Department of Forest Sciences, University of British Columbia, 2301 St. John's, Vancouver, B.C., Canada V6T 1Z2.

GEOGRAPHY

TRENT UNIVERSITY - The Department of Geography invites applications for the following position: A two-year limited term appointment in human geography commencing on July 1, 1994. Teaching responsibilities will include full responsibility for courses in introductory urban geography, introductory human geography, the

urban-rural fringe, philosophy of geography, and probably others at that general level, as well as undergraduate thesis supervision and other tasks. Candidates should be experienced in field research with a willingness to include field instruction in courses. Familiarity with the north would be an asset. The appointment will be at the Lecturer or Assistant Professor level, depending on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer and especially invites candidates from women, aboriginal people, visible minorities and disabled persons. Trent University has a policy which restricts smoking in certain locations. Applicants should have a PhD or be near completion and have undergraduate teaching experience. Letters of application should be sent by February 15, 1994 to Professor F. Heller, Chair, Department of Geography, Trent University, Box 880, Peterborough, Ontario, Canada K9J 7B9. Applicants must also arrange to have their official university transcripts and three letters of reference forwarded to that address by that date.

McMASTER UNIVERSITY - Department of Geography. Applications are invited for one tenure track position in Human or

Social Geography at the Assistant or Associate level. The position is linked to the Environmental Health Research Centre in Environmental Health. Applicants must have a commitment to interdisciplinary research and teaching with interests in environmental policy and regulation at the national and international levels, especially in social and legislative applications of technology for the environment and environmental management. Successful applicants will be expected to contribute significantly to the department's undergraduate and graduate programmes. In social geography and environmental sciences. Candidates must have a doctoral degree and demonstrated ability in practice and theory in their areas of expertise. Salary according to scale. The appointment is subject to budgetary approval. Apply with full curriculum vitae and the names of three referees to: Search Committee, Department of Geography, McMaster University, Hamilton, Ontario, Canada L8S 4K1, before February 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities and women. **THE UNIVERSITY OF WATERLOO** - The Department of Geography at the rank of Assistant Professor. The successful applicant will be required to teach a large introductory class and advanced classes in an area of expertise. Preference will be shown for candidates interested in a program of field research in fluvial geomorphology or hydrology. Their interest might include GIS, environmental planning and resource management. The

Department is part of the Faculty of Environmental Studies, which includes a School of Architecture, School of Urban and Regional Planning and a Department of Environmental and Resource Studies. It encourages research and teaching relevant to current environmental issues. Graduate students are encouraged to pursue graduate degree through either regular or correspondence studies. An Honours degree through either regular or co-operative studies, and graduate degrees are also available. Applications should be sent to: Dr. A.G. (Sandy) McCallan, Department of Geography, University of Waterloo, Waterloo, Ontario N2L 3G1 and should be mailed to arrive no later than April 30, 1994. Applicants should send a curriculum vitae and three letters of reference to the Search Committee. The appointment is effective September 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

GEOLOGICAL SCIENCES

THE UNIVERSITY OF MANITOBA - The Department of Geological Sciences is seeking to fill a tenure track position in Environmental Earth Sciences at the Assistant Professor level, beginning July 1, 1994. For consideration, candidates should submit a curriculum vitae and three letters of reference to the Search Committee. Applicants are expected to have completed a PhD in a related field. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send application, curriculum vitae, a statement of research interests, and the names of three referees to: Professor

G.S. Clark, Head, Department of Geological Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Deadline for receipt of applications is March 15, 1994.

GEOLOGY

ACADIA UNIVERSITY - The Department of Geology, Acadia University, invites applications for a two-year contractually limited term appointment (position #27053) beginning July 1994. Preference will be given to applicants who have a PhD degree by the appointment date, and have expertise in environmental geology (including hydrogeology and terrain analysis techniques), and who are able to teach two or more of geomorphology, sedimentology and stratigraphy. Other duties include supervision of B.Sc. and M.Sc. students and research activity. The candidate should be dedicated to excellence in undergraduate teaching and prepared to take a leadership role in the development of an environmental geology program at Acadia. The appointment will be at the Assistant Professor level, up to Grid Step 4. Send letter of application and curriculum vitae, and arrange for at least three letters of recommendation to: Chair, Selection Committee, Department of Geology, Acadia University, Wolfville, Nova Scotia B0P 1X0. The University of Acadia encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is March 15, 1994. Acadia University is an equal opportunity employer. Acadia University reserves the right not to fill this position.

GERMAN

THE UNIVERSITY OF NEW BRUNSWICK - Applicants are invited to submit a curriculum vitae and three letters of reference to the Search Committee in German to commence July 1, 1994. The appointment will be at the Assistant Professor level. A completed PhD in German language, literature, linguistics or related field is required. Demonstrated research potential and experience in teaching are essential. The Department offers undergraduate and graduate (MA) courses in German language, literature, linguistics and translation. The candidate will be responsible for teaching language courses at all levels, and literature courses in general. A curriculum vitae, copies of publications, and the names of three referees should be sent to Professor S. Dickson, Chair, Department of German and Russian, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications must be received by March 1, 1994.

UNIVERSITY OF WATERLOO - The

Department of Germanic and Slavic Languages and Literature invites applications for a full-time tenure track appointment at the rank of Assistant Professor. The appointment will begin July 1, 1994 (subject to budget approval). The successful candidate will be expected to teach the time of appointment, strong research interest and potential, and interest in Germanic and Slavic languages and literature teaching. Applicants will be expected to teach Germanic and Slavic languages and literature, and to incorporate them into their teaching. They should have a PhD in Germanic or Slavic literature and/or 19th century literature. The 1993-94 salary for Assistant Professors is \$38,000. The closing date for applications is Feb. 28, 1994. Send resumes to: Dr. Frank R. Hart, Chair, Department of Germanic and Slavic Languages and Literature, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO - The Department of Health Studies and Gerontology invites applications for a tenure track position in the department uniquely integrating biological and behavioural sciences in the study of ageing. The successful candidate will be expected to teach and supervise students. The department has established B.Sc., M.A., M.Sc., and Ph.D. programs. Opportunities for research exist in the department. The position has a two-year definite term position available at the assistant professor level or a permanent position. The successful candidate will be expected to teach and supervise students in the aspects of ageing. Included in the duties are master's level supervision and graduate level supervision. The successful candidate will be expected to participate in the multidisciplinary gerontology seminar. Applicants must have a PhD or equivalent. The closing starting date is May 1, 1994. Send Curriculum Vitae and three letters of reference by January 15, 1994 to Neil Chernes, Faculty Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. This appointment is subject to the availability of funds, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

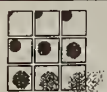
HISTORY

UNIVERSITY OF PRINCE EDWARD ISLAND - History Department. 1. Assistant Professor level. 2. Postdoctoral fellow. 3. PhD or equivalent. 4. Teaching undergraduate Canadian history survey course at the first year level. 5. Teaching history at the fourth year level, and a third upper level course in an area of Canadian history. 6. Preference is given to applicants with teaching experience and qualifications and experience. Subject to budgetary approval. 5. Send curriculum vitae and three letters of academic reference to: Professor Frederick L. O'Connell, Chair, Department of History, University of Prince Edward Island, Charlottetown, Prince Edward Island, C1A 4P3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. U.P.E.I. offers equal employment opportunities to qualified male and female applicants.

CONCORDIA UNIVERSITY - Department of History. Applications are invited for a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. The candidates must have a PhD or equivalent in Canadian History with particular emphasis on colonial and pre-industrial Canada, ability to teach an introductory course in U.S. history as an asset. Preference will be given to applicants with teaching experience across a broad range of topics. Duties may include graduate and undergraduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. Applicants should send their curriculum vitae and three letters of reference before March 30, 1994 to: Dr. O. H. Smith, Chair, Department of History, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M6.

CONCORDIA UNIVERSITY - Department of History. Applications are invited for a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. The candidates must have a PhD or equivalent in Canadian History with particular emphasis on colonial and pre-industrial Canada, ability to teach an introductory course in U.S. history as an asset. Preference will be given to applicants with teaching experience across a broad range of topics. Duties may include graduate and undergraduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. Applicants should send their curriculum vitae and three letters of reference before March 30, 1994 to: Dr. O. H. Smith, Chair, Department of History, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M6.

DAHOUSE UNIVERSITY - The Department of History invites applications for a two-year contractual appointment in African History at the rank of Assistant Professor, commencing July 1994. Special consideration will be given to applicants who, besides African history, can also teach undergraduate classes in one or more of these areas: Middle Eastern History, the History of Islam, and Environmental History. The PhD is required on appointment. Publications are desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. The deadline for applications is 15 February 1994. Please send applications with curriculum vitae and a writing sample, and arrange to have three letters of reference sent to the Chair, African Appointment Search Committee, Department of History, Dalhousie University, Halifax, Nova Scotia B3H 3J5. FAX 902-494-1957.



School for the Contemporary Arts ANNOUNCEMENT OF AN ASSISTANT PROFESSOR POSITION IN ELECTROACOUSTIC MUSIC Commencing September, 1994

The School for the Contemporary Arts is an interdisciplinary fine and performing arts program which includes: Dance, Film, Music, Theatre and Visual Arts. The School offers a B.F.A. (Major in Music), Extended Minor in Music and an interdisciplinary M.F.A. Program.

PROFESSIONAL PROFILE AND RESPONSIBILITIES: Composer with a specialization in electroacoustic music. Electroacoustic music study at SFU is broadly based and includes live performance systems, interactive programming, computer music, MIDI applications, microcomputer applications in the arts, and audio. Extensive experience in at least one of these areas is required. Valuable secondary interests which are part of the music program include world music, interdisciplinary collaboration including music and sound design for film, dance or theatre, acoustic composition, twentieth century music theory and analysis, and contemporary music performance. The successful applicant will be expected to maintain a professional art practice or scholarly activity. Undergraduate and Graduate advising, and committee responsibilities are part of the position. Candidates are expected to have a Masters degree and significant professional experience. Previous teaching experience at the university level is desirable.

DEADLINE: Feb. 15, 1994
The availability of this position is subject to budgetary approval. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons. Send letter of application, resume, and the names of three referees to: Rudolf Komorosky, Director, School for the Contemporary Arts, Simon Fraser University, Burnaby, B.C., V5A 1S6. Telephone: (604) 291-3603. Fax (604) 291-5507.

CHEMISTRY
The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the Assistant Professor level in Inorganic Chemistry, effective on or after July 1, 1994. Applicants should have a Ph.D., and possess a strong academic background and an excellent research record. Research activities which are closely linked to areas of biological interest will be particularly advantageous. The successful candidate will be expected to conduct an active and intensive research program and to teach at both the undergraduate and graduate level. It is expected that the successful candidate will participate in the Graduate Program of the University of Toronto and will conduct her/his research on that campus. Applications will be accepted until February 25, 1994. Salary commensurate with experience. This position is subject to budgetary approval. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent to their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with the University of Toronto's commitment to Employment Equity, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.



Mount Saint Vincent University DIRECTOR, INSTITUTE FOR THE STUDY OF WOMEN

Applications and nominations are invited for the position of Director of the Institute for the Study of Women at Mount Saint Vincent University. Candidates must have an exemplary record of feminist scholarship, a successful track record in grant-getting, and strong administrative abilities and experience. The successful candidate will be considered for an academic appointment in an appropriate department. Initial appointment will be for five years, and is renewable upon review. Appointment is subject to final budgetary approval. Starting date is July 1, 1994 or as negotiated.

Mount Saint Vincent University is located in Halifax, and is Canada's only university concerned primarily with the education of women. The Institute for the Study of Women was created in 1982 to research issues that have relevance to women. It is located on the university campus and, through the leadership of the director, supports itself through government and academic research grants and contract work. Other responsibilities of the director include interaction with other scholars at the university and liaison with the community. The director may also teach. The director, who reports to the Vice-President (Academic), also serves as executive secretary to the Institute's national advisory board.

Salary and rank will be appropriate to qualifications and experience. The closing date for applications is March 1, 1994. Applications, which should be accompanied by a curriculum vitae and names of three referees, should be sent to:

Dr. Sheila Brown
Vice-President (Academic)
Mount Saint Vincent University
Halifax, Nova Scotia B3M 2J6

Mount Saint Vincent University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



Departement
de didactique

Faculté des sciences de l'éducation PROFESSEUR, PROFESSEURE DE DIDACTIQUE DES MATHÉMATIQUES

Tâche

Enseignement aux premier, deuxième et troisième cycles en didactique des mathématiques. Encadrement d'étudiants et d'étudiantes de deuxième et troisième cycles. Supervision de thèses, mémoires et essais. Recherche en didactique des mathématiques. La candidate ou le candidat pourra être appelé à oeuvrer dans le domaine de l'application pédagogique des ordinateurs en mathématiques.

Qualifications

Doctorat pertinent aux domaines d'enseignement et de recherche ou équivalent du doctorat.

Seront considérées comme des atouts des expériences pertinentes en enseignement, en recherche, et dans le domaine des applications pédagogiques des ordinateurs.

Traitement et conditions de travail

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Date d'entrée en fonction: 1^{er} juin 1994

L'Université Laval applique un programme d'accès à l'égalité.

En accord avec les exigences du Ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyens et citoyennes canadiens et aux résidentes et résidents permanents du Canada.

Faire parvenir curriculum vitae et références avant le 15 mars 1994 à:

M. Jean-Guy Bernard, directeur
Département de didactique
Faculté des sciences de l'éducation
Université Laval, Québec G1K 7P4

WILFRID LAURIER UNIVERSITY - The Department of History of Wilfrid Laurier University invites applications for a Canada and World history effective July 1, 1994. The Department is currently interested in individuals able to teach an elective course in World History as well as courses in Modern European history. The appointment is subject to final approval by the University. Applicants must hold the PhD and show evidence of teaching and research experience, in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women or men, members of visible minorities, aboriginal people and the disabled. Applications received from at least three referees should be sent to: Terry Copp, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. The deadline for applications is 28 February 1994.

BROCK UNIVERSITY - History Department invites applications for a 9-month, limited term appointment in Post-Secondary Canadian history. The position is a graduate level course: a fourth year Canadian History course, Canadian History: World War One, Canadian Business History since 1900 and Canadian History: (Depending on the area of specialization). The successful applicant, a land of immigrants, could teach the course in the fall semester. The appointee will also teach one hour per week each term in the Honours Tutor, Wilfrid Laurier University. The successful candidate should have a PhD or be near completion of doctorate and have relevant teaching experience. Applications should be sent to: Dr. J. J. MacGillivray, Chair, Department of History, Brock University, St. Catharines, Ontario L2S 3A1; Fax: 416-689-2789. Applications will be accepted until 28 February 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to a positive employment policy aimed at reducing gender imbalance in the faculty; qualified women candidates are especially encouraged to apply. Please Note: No extra allowance is available for travel costs.

UNIVERSITY OF NEW BRUNSWICK - The Department of History of the University of New Brunswick invites applications for a one year sabbatical appointment in the field of Canadian history, effective July 1, 1994. The appointment will be made at the assistant professor level. Applicants must have completed the PhD and show promise in teaching and scholarly research. Applications are invited from all teaching and research specialists within the field of Canadian history, and the successful candidate will also offer general surveys of the field. Application, curriculum vitae and three confidential letters of reference should be sent to: Prof. Steven Turner, Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for receipt of applications is February 1, 1994. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of equal opportunity.

HISTORY & POLITICAL ECONOMY

ROYAL ROADS MILITARY COLLEGE - History and Political Economy Department - Royal Roads Military College invites applications for a tenure stream position commencing July 1, 1994. Candidates should have a completed PhD, teaching experience, and evidence of scholarly research. Although all fields of economics will be considered the department is particularly interested in macroeconomics, money and banking, international economics, African economics, and economic development. Salary will be commensurate with qualifications. This position is subject to budgetary approval. Proficiency in the use of the English language is essential. Qualified individuals should send their curriculum vitae and the names of three referees to: Dr. J. S. McInnes, Principal, Royal Roads Military College, P.O. Box 190, Victoria, B.C. V8S 1B9. Fax: (604) 363-4513. Closing date for applications is 15 February 1994. Royal Roads is a co-educational university. The Public Service of Canada is an equal opportunity employer. Vous pouvez obtenir ces renseignements en français en communiquant avec la personne susmentionnée.

HISTORY OF ART

UNIVERSITY OF TORONTO (Eindele Campu) - Department of Fine Art/Graduate Department of History of Art. Applications are invited for a tenure track position at the rank of Assistant Professor to commence July 1, 1994 (minimum salary at this rank for 1994-95 is \$38,200) subject to 1994-95 budgetary approval. PhD completed or equivalent required. Major area of specialization should be Medieval art and architecture. Competence in undergraduate teaching and a record of scholarly publication appropriate to career status are sought. Applicants should submit by January 31, 1994 a curriculum vitae and samples of scholarly work and should arrange to have at least three letters of recommendation sent directly to Professor Philip Soth, Chair, Department of Fine Art, University of Toronto, Toronto, Ontario M5S 1A5. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HUMANITIES

UNIVERSITY OF MANITOBA - Applications are invited to one or more non-salaried visiting fellowships in the Humanities, available at the University of Manitoba in the academic year 1994-95. Maximum term of a Fellowship is normally fourteen weeks, though consideration will be given to applicants who have good reason for wishing to spend longer in Manitoba. Minimum term is four weeks. Fellows will be provided with an office in the Institute and limited secretarial assistance. Some assistance with travel expenses may be available to Fellows who are willing to present colloquium papers or public lectures. Applications should include: (1) an announcement; (2) a research proposal not exceeding 1,500 words which falls into one of the "Humanities" disciplines, or which is interdisciplinary with a significant "Humanities" content; (3) a covering letter containing the

approximate dates for which the Fellowship is sought, and (4) letters of support from two referees. Referees should send their letters directly to the Faculty. The material will be accepted. Completed applications (including letters from referees) must reach the Institute by March 1, 1994. All applications and referees' letters should be addressed to: Dr. A.M.C. Waterman, Director, Institute for the Humanities, 106 Foster Building, Winnipeg, Manitoba R3T 2N2. Telephone: (204) 774-9539; Fax: (204) 775-5761. Internet: waterm@ccu.umanitoba.ca.

JOURNALISM & COMMUNICATION

CARLETON UNIVERSITY - School of Journalism and Communication. Applications are invited for a tenure track position at the Associate or Assistant Professor level commencing July 1, 1994, subject to budgetary approval. Candidates should have broad experience in journalism in any format, including traditional and non-traditional media. Preference will be given to candidates who have demonstrated teaching and research interests in at least two of the School's principal areas: including reporting, public affairs and media studies. A PhD and teaching experience are preferred. Please submit a resume and names of three referees to: Peter Johnson, Director, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Deadline for applications is February 15, 1994.

KINESIOLOGY

UNIVERSITY OF WATERLOO - Department of Kinesiology. The Faculty of Applied Health Sciences invites applications for a Research Chair in Work Site Illness and Injury Prevention, in conjunction with a large manufacturer, problems of return to work of injured employees is being developed and a program employee

sustaining understanding and reduction of risk of musculoskeletal injuries. The overall aim is to address and help resolve issues relating to the return to work of many businesses and industries. The incumbent will be responsible for leading the project, playing a major role in project planning, designing and conducting studies in all the research areas. The incumbent will have a background in occupational medicine, or in one of the following areas: occupational biomechanics, occupational psychology, physical ergonomics, occupational epidemiology. She/he should be able to undertake research in prevention of occupational injury or illness, and/or return to work of injured employees. Depending upon academic qualifications, the appointment may be tenure track or the associate or full professor level. Applicants with substantial clinical research background but little or no academic experience would be considered for a definite term position (with possibility of renewal) in the Associate or Full Research Professor. Funding is in place for a five year period. Effective date of appointment is January 1994 or as soon thereafter as possible. An application should contain a CV plus three letters of reference sent directly from referees. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages application from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. All appointments are subject to the availability of funds. Direct applications to: Dr. R.W. Norman, Dean, Applied Health Sciences, Box Matthews Hall, University of Waterloo, Waterloo, Ontario N2L 3G1.

LABOUR STUDIES

McMASTER UNIVERSITY - Labour Studies. A two year contractually limited full-time appointment will be made in Labour Studies, McMaster University at the Lecturer or Assistant Professor level, commencing July 1, 1994 subject to funding availability. The responsibilities of the position are teaching large first year courses, associated course administration and supervision of teaching assistants. Preferably, candidates would have a strong background in contemporary Canadian labour issues and Canadian labour history and an interest in an interdisciplinary approach. In particular, we will be looking for evidence of strong teaching abilities. A PhD or MSc is preferred, although candidates with MA's and teaching experience will be considered. Applicants should send a curriculum vitae/resume, evidence of their teaching skills and arrange to have three referees sent to: Dr. Vivienne Walters, Director, Labour Studies, McMaster University, Hamilton, Ontario L8S 4L5. McMaster University is committed to a policy of Employment Equity and encourages applications from all qualified persons including qualified women, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The application deadline is February 28, 1994.

LATIN AMERICAN STUDIES

SIMON FRASER UNIVERSITY - The Department of Spanish and Latin American Studies is seeking applicants for a limited term position at the Assistant or Associate Professor level commencing September 1, 1994, until April 30th 1995 (6 months). Latin American Studies at S.F.U. integrates diverse disciplines of the Humanities and Social Sciences. The academic backgrounds of its members reflect the strong cross-disciplinary approach adopted in teaching and research. Areas of Specialization: Political Economy or Economics, Regional Focus, Brazil preferred. Applicants must hold a PhD in the specified area and a

strong commitment to research, with a demonstrable interdisciplinary orientation to Latin American issues, and with substantive interests in at least two of the following: urban, industrial, labor, agricultural or environmental problems, gender, ethnicity, preferably with a geographical focus on Brazil. The successful candidate will be expected to teach 3 undergraduate courses and 1 graduate course (2 courses per semester). Application deadline: March 31, 1994. Salary commensurate with qualifications and experience. Please address applications to: including c.v., and three letters of recommendation to: Antonio Gomez-Morana, Chair, Spanish and Latin American Studies, Simon Fraser University, Burnaby, Canada V5A 1S6; Fax: (604) 291-5950. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Simon Fraser University is committed to the principle of equality in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval.

QUEEN'S UNIVERSITY Library - Head of Access Services. Stauffer Library. Queen's University Library is seeking a dynamic librarian with a commitment to public services and a strong background in library computer applications to manage the library's access services. The successful candidate will be responsible for the day-to-day maintenance and support for related computer applications, such as electronic reserves. The incumbent will also cooperate with Stauffer Library staff in the development of new information services and effective information programmes. The position reports to the Associate Librarian for Public Services and Planning, and manages a staff of 23 FTE and student assistants. Qualifications: An ALA accredited MLS degree or equivalent, five years experience in an academic library. Management and analytical skills, including the ability to teach and supervise. The Head of the Unit must manage in a consultative but decisive manner, be able to motivate staff and have a strong commitment to staff development, and be able to communicate effectively with colleagues, faculty and students. Current salary range: (Librarian 5) \$43,130 - \$50,260. Position available January 1, 1994. Applicants are requested to send a complete resume and the names of 3 referees by January 31, 1994 to: Paul Wiens, Chief Librarian, Douglas Library, Queen's University, Kingston, Ontario K7L 3N6.

QUEEN'S UNIVERSITY Library - Science and Engineering Librarian. Queen's University Library is seeking an innovative Librarian with leadership skills and a persuasive vision of the library's role in the delivery of scientific information, to develop direct all library services for the university's science and engineering community (excluding Health Sciences). At present there are nine branch librarians, but planning is underway to combine services and collections of some branches in a renovated central Engineering and Science Library in 1997. The incumbent must develop responsive access, information and instructional services based on increased use of electronic information and document delivery systems and establish good relations with the science and engineering community in the university. Qualifications: An ALA accredited MLS or equivalent, with an additional advanced scientific degree or degree, and familiarity with the trends in science and engineering information. In an academic or research library setting, and familiar with the trends in scientific communication and research. Excellent communication skills, including teaching skills, and the ability to establish

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Association of Universities and Colleges of Canada

DIRECTOR

CENTRE FOR INTERNATIONAL MARKETING AND ENTREPRENEURSHIP

UNB's Centre for International Marketing and Entrepreneurship is one of a small number of such centres of excellence established in Canada with the support of federal and provincial funds. As an integral part of the Faculty of Administration, its mandate is to foster research, teaching, and provide outreach services to the business community to enhance Canada's competitiveness in a global economy and to stimulate entrepreneurship.

Nominations and applications are invited for the position of Director of the Centre.

Responsibilities: Reporting to the Dean of the Faculty of Administration, the Director shall provide leadership in fulfilling the Centre's mandate. This will involve a mix of administrative, research, teaching and development activities. Appointment term is up to five years, commencing July 1, 1994 or as soon thereafter as possible, renewable, at rank of Associate or Full Professor in the Faculty of Administration.

Qualifications: The ideal candidate will have a PhD or equivalent in international business or a cognate field, a strong record of research and obtaining external research funding; teaching in BBA, MBA and executive development programs; managerial experience in private or public sector activities related to international business and entrepreneurship. Fluency in two or more languages would be an asset. Salary competitive. Candidates with a strong record of managerial experience in international business but not having the academic qualifications described above are also invited to apply.

Interested candidates are encouraged to apply immediately. Deadline for applications: April 1, 1994 unless the position is filled earlier. Send applications with current curriculum vitae and three names for references to: Dr. R.G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, NB, CANADA, E3B 5A3. Telephone: (506) 453-4869; Fax: (506) 453-3561.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

UNIVERSITY OF NEW BRUNSWICK

L'Université de Moncton recherche des professeurs et professeurs

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- École de nutrition et d'études familiales (3 postes temporaires d'un an)**
 - A. Enseignement dans les domaines des sciences de l'alimentation et de l'administration des services alimentaires.
 - Avoir une excellente expérience en enseignement dans le domaine des sciences des aliments et de l'administration des services alimentaires.
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 - C. Enseignement dans les domaines de la communication et de la nutrition communautaire.**
- Coordination, supervision, visite de milieux de stages et des stagiaires
- Développement de nouveaux postes de stages en nutrition et études familiales.
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Directrice: M^{me} Lita Villon
Téléphone: (506) 858-4003
Télécopieur: (506) 858-4540

Doyen: M. Ronald C. LeBlanc
Téléphone: (506) 858-4183
Télécopieur: (506) 858-4506

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(2 postes temporaires d'un an)

L'école de droit offre le cours de common law en français menant au LL.B. reconnu par toutes les provinces de common law du Canada.

Enseignement de la common law principalemment dans les domaines du droit privé, du droit commercial, du droit fiscal et du droit international.

Les candidates et candidats doivent détenir un baccalauréat en droit, préférablement en common law (LL.B.), et la maîtrise en droit (LL.M.).

Oylen: M. Fernand Landry
Téléphone: (506) 858-4560
Télécopieur: (506) 858-4534

Entrée en fonction: le 1^{er} juillet 1994. Un Ph.D. ou l'équivalent est exigé. Les candidatures des personnes présentant expérience de thèse et de celles possédant une maîtrise avec expérience pratique dans le domaine approprié seront également considérées. Pour l'école de droit, voir exigences données ci-dessus.

Les candidates et candidats doivent envoyer leur curriculum vitae accompagné de trois lettres de recommandation au plus tard le 15 février 1994, à la directrice ou au doyen concerné, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.

UNIVERSITÉ DE MONCTON

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens et citoyens canadiens et aux résidents et résidents permanents seulement.

Faculté des sciences sociales

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Posséder une formation en gestion, en économie ou en science politique avec concentration en administration publique.

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Une expérience en gestion dans le secteur public serait un atout.

Psychologie (1 poste temporaire d'un an)

De préférence en psychologie clinique. Charge d'enseignement aux 1^{er} et 2^e cycles. Encadrement des étudiantes et étudiants diplômés.

Faire activement de la recherche dans son domaine de spécialisation et d'intérêt. La personne démontrant de l'intérêt dans le domaine touchant le développement et la clinique de l'enfant sera privilégiée. L'admissibilité à devenir membre actif du Collège des psychologues du Nouveau-Brunswick serait un atout.

Doyen: M. Ronald C. LeBlanc
Téléphone: (506) 858-4183
Télécopieur: (506) 858-4506

Faculté des arts

Physique (1 poste temporaire d'un an)

Les propriétés optiques et électriques des couches minces et de la matière condensée constituent le domaine principal de recherche du département.

Doyen: M. Victorin Mallet
Téléphone: (506) 858-4310
Télécopieur: (506) 858-4541

Philosophie (1 poste temporaire)

Spécialisation parmi les champs suivants: philosophie de l'Antiquité et du Moyen Âge, études féministes, philosophie de l'éducation.

Diversité de matières à enseigner.

Oylen: M. Fernand Arsenault
Téléphone: (506) 858-4018
Télécopieur: (506) 858-4166

good working relationships with faculty, colleagues and staff are essential. Current salary range: Librarian \$43,330-\$60,800. Position available March 1, 1994. Applicants are requested to send a curriculum vitae and three references to: Ms. Irene Bazell, Human Resources Division, University College of the Cariboo, P.O. Box 3010, Kamloops, B.C. V2C 5N3. Please forward curriculum vitae, names, addresses and telephone numbers of at least three references and formal verification of education level to:

LIBRARY STUDIES

CONCORDIA UNIVERSITY - Library Studies Programme. Applications are invited for a limited term appointment (August 1, 1994 to May 31, 1995) at the level of Lecturer or Assistant Professor level. Requirements include an M.L.S. or equivalent from an ALA accredited library school. Experience in advanced online searching techniques, CD-ROM technology, reference, and bibliographic instruction are desirable. Knowledge of INTR-NET applications and logos would be an asset. Preference will be given to applicants with teaching experience. Duties will include graduate and undergraduate teaching and some administrative responsibilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Applicants should send their curriculum vitae and the names of three references to: Director, Library Studies Programme, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6.

LINGUISTICS

CONCORDIA UNIVERSITY - The Department of Modern Languages and Linguistics at Concordia University invites applications for a tenure-track position in Linguistics at the level of

Assistant or Associate Professor, effective 1 August 1994. PhD required, with primary specialization in Indo-European. Demonstrated excellence in teaching and scholarly publication essential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Applicants should send their curriculum vitae and the names of three references to: Dr. F. Viellard, Chair, Department of Modern Languages and Linguistics, CH 125, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. Applications must be received by February 1, 1994.

MANAGEMENT

UNIVERSITY OF TORONTO, Faculty of Management. Applications are invited from candidates with qualifications for the two positions, beginning July 1, 1994. 1. Strategy (rank rank). PhD or QSA degree (completed or near completion) is expected, preferably with a background in research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

UNIVERSITY OF TORONTO, Faculty of Management. Applications are invited from candidates with qualifications for the two positions, beginning July 1, 1994. 1. Marketing (rank rank). PhD or QSA degree (completed or near completion) is expected, preferably with a background in research and teaching experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

SAINT MARY'S UNIVERSITY - Business Policy/Strategy. The Department of Management at Saint Mary's University expects to be able to make a tenure-track appointment in Business Policy/Strategy to start September 1, 1994. The appointment is subject to budgetary approval. Responsibilities will include teaching at undergraduate and graduate levels and research. A progressive performance oriented merit incentive system will be in place. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

SAINT MARY'S UNIVERSITY - Entrepreneurship/Small Business. The Department of Management at Saint Mary's University expects to be able to make a tenure-track appointment in Entrepreneurship/Small Business to start September 1, 1994. The appointment is subject to budgetary approval. Responsibilities will include teaching at undergraduate and graduate levels and research. A progressive performance oriented merit incentive system will be in place. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

will include teaching at undergraduate and graduate levels, pursuit of an active research program and participation in the University's research program. A progressive performance oriented merit incentive system will be in place. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

SAINT MARY'S UNIVERSITY - Organizational Behaviour. The Department of Management at Saint Mary's University expects to be able to make a tenure-track appointment in Organizational Behaviour. The position will be effective September 1, 1994 subject to budgetary approval. Responsibilities will include teaching at undergraduate and graduate levels and research. A progressive performance oriented merit incentive system will be in place. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

THE UNIVERSITY OF LETHBRIDGE, Faculty of Management has one full-time two-year term position available in the Department of Management to begin July 1, 1994. Applicants should hold a PhD or QSA degree (completed or near completion) and have a background in research and teaching experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Lethbridge encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 1M4. Fax: (403) 329-2633. Fax: (403) 329-2038. An Equal Opportunity Employer.

MANAGEMENT SCIENCES

UNIVERSITY OF WATERLOO - The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo is seeking two individuals to fill two tenure-track and one definite-term appointment, commencing September 1, 1994. One tenure-track appointment will be in Management Science with an emphasis in Entrepreneurship/Small Business. The other two appointments will be in Information Systems. The definite-term appointment will be in either MGT or IS. An ideal candidate will have a degree in engineering and some work experience in the field of management or information systems. The University of Waterloo encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. George Lermer, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department is seeking two tenure-track appointments in Analysis. Preference will be given to researchers in the areas of harmonic analysis and geometric analysis. The appointment is at the level of Associate Professor. Candidates are expected to have a least three years experience in teaching and research at the PhD, and to be able to demonstrate excellence in each. In particular, a candidate should have the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete CV including a list of publications, research program, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least three letters of reference should be sent to the search committee primarily concerned with the candidate's teaching. To insure

MARINE BIOLOGY/PSYCHOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Professor - Marine Mammals. The Department of Biology and Earth Sciences of St. John's, Newfoundland, is seeking a tenure-track appointment. Applicants should have a PhD in Biology or a related field and be able to demonstrate excellence in teaching and research. The position is in the area of marine mammals and is expected to be a full-time position. Salary commensurate with qualifications. Applicants should send their complete CV including a list of publications, research program, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least three letters of reference should be sent to the search committee primarily concerned with the candidate's teaching. To insure

MATHEMATICAL SCIENCES

LAKEHEAD UNIVERSITY - The Department of Mathematical Sciences at Lakehead University invites applications for a tenure-track appointment to begin July 1, 1994. Applicants should hold a PhD or QSA degree (completed or near completion) and have a background in research and teaching experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. The University of Lethbridge encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 1M4. Fax: (403) 329-2633. Fax: (403) 329-2038. An Equal Opportunity Employer.

MATHEMATICS

UNIVERSITY OF TORONTO - Department of Mathematics. The Department is seeking two tenure-track appointments in Analysis. Preference will be given to researchers in the areas of harmonic analysis and geometric analysis. The appointment is at the level of Associate Professor. Candidates are expected to have a least three years experience in teaching and research at the PhD, and to be able to demonstrate excellence in each. In particular, a candidate should have the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications. Applicants should send their complete CV including a list of publications, research program, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least three letters of reference should be sent to the search committee primarily concerned with the candidate's teaching. To insure

full consideration, this information should be received by January 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario Canada M5S 1V4.

MATHEMATICS & STATISTICS

CONCORDIA UNIVERSITY - Department of Mathematics and Statistics. Applications are invited for a limited term appointment (August 1, 1994 to May 31, 1995) at the level of Lecturer or Assistant Professor level. Requirements include an M.L.S. or equivalent from an ALA accredited library school. Experience in advanced online searching techniques, CD-ROM technology, reference, and bibliographic instruction are desirable. Knowledge of INTR-NET applications and logos would be an asset. Preference will be given to applicants with teaching experience. Duties will include graduate and undergraduate teaching and some administrative responsibilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send by January 31, 1994, a letter of application with a curriculum vitae and the names of three references to: Director, Library Studies Programme, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6.

CONCORDIA UNIVERSITY - Department of Mathematics & Statistics. Applications are invited for a limited term appointment at the Assistant Professor level, starting July 1, 1994. PhD in Statistics and/or Mathematics is required. The position is in the area of mathematical statistics and is expected to be a full-time position. Salary commensurate with qualifications. Applicants should send their complete CV including a list of publications, research program, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least three letters of reference should be sent to the search committee primarily concerned with the candidate's teaching. To insure

MEDICAL BIOCHEMISTRY

THE UNIVERSITY OF CALGARY Department of Medical Biochemistry and the Molecular and Developmental Biology Research Centre are seeking applications for a full-time academic position at the Assistant Professor level or higher in the area of molecular biology and genetics. The selected candidate will develop a vigorous research program with other investigators interested in regulation of gene expression and development. Duties also include teaching and graduate teaching supervision. Qualifications include a PhD in molecular biology or genetics, and a postdoctoral fellowship in the area of molecular biology and genetics. The position is subject to budgetary approval. The University of Calgary has an Employment Equity Policy. The Department of Medical Biochemistry is an equal opportunity employer. Please submit a detailed curriculum vitae and a synopsis of research interests, and arrange to have at least four letters of reference sent directly, by January 31, 1994, to: Dr. G.A. Schultz, Head, Department of Medical Biochemistry, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1.

MICROBIOLOGY

ACADIA UNIVERSITY - Microbiology Position. Applications are invited for a three-year contractually limited term position in microbiology at the Assistant Professor level to begin September 1, 1994. Applicants must have a PhD in microbiology and an established research program in teaching and research interests in food microbiology, microbial ecology, food biotechnology, and/or cell biology. The successful applicant will be expected to develop a research program for honours and masters students. The appointment is in the Department of Biology. One-half of the teaching responsibilities are with the food science programme. Applicants should submit a current curriculum vitae and arrange to have at least four letters of reference sent to: Dr. Dan Toews, Head, Department of Biology, Acadia University, Wolfville, NS B0P 1X0. Please refer to position 20119. Applications will be considered beginning February 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer. Acadia University reserves the right not to fill this position.

MICROBIOLOGY & IMMUNOLOGY

QUEEN'S UNIVERSITY - The Department of Microbiology and Immunology in the Faculty of Medicine at Queen's University in Kingston is seeking a tenure-track faculty position. The Department currently has active research and teaching programs in immunology, bacteriology, molecular biology and infectious diseases. The successful applicant must have a PhD in microbiology or immunology and a postdoctoral fellowship in the area of immunology. The position is subject to budgetary approval. The University of Calgary has an Employment Equity Policy. The Department of Medical Biochemistry is an equal opportunity employer. Please submit a detailed curriculum vitae and a synopsis of research interests, and arrange to have at least four letters of reference sent directly, by January 31, 1994, to: Dr. G.A. Schultz, Head, Department of Medical Biochemistry, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1.



THE UNIVERSITY COLLEGE OF THE CARIBOO

The successful candidate will be expected to teach both upper and lower level Chemistry courses and also maintain a modest research program.

QUALIFICATIONS: Ph.D. in Chemistry with expertise in environmental and/or analytical chemistry. A background in organic chemistry would be an advantage. Established teaching experience and current research program are definite assets.

SALARY: \$37,732.00 to \$55,981.00

STARTING DATE: July 1994

CLOSING DATE FOR APPLICATIONS: February 15, 1994

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada. The University College of the Cariboo is committed to the principle of employment equity.

Please forward curriculum vitae, names, addresses and telephone numbers of at least three references and formal verification of education level to:

Ms. Irene Bazell, Human Resources Division

University College of the Cariboo

P.O. Box 3010

Kamloops, BC V2C 5N3



OKANAGAN UNIVERSITY COLLEGE



UNIVERSITY OF VICTORIA

COLLEGE PROFESSOR, GEOGRAPHY

Kelowna, British Columbia

Okanagan University College offers programs leading to Baccalaureate degrees in Arts and Science in co-operation with the University B.C. and Baccalaureate degrees in Education, Nursing, Social Work and Fine Arts in co-operation with the University of Victoria. The University College operates campuses in Kelowna, Vernon, Salmon Arm and Penticton, with degree completion programs concentrated in Kelowna.

Under the direction of the Dean, Division of Arts, applications are invited for a Professor in Human Geography with ability to teach introductory human geography and upper-level courses in economic and/or social geography. A regional specialization may be required. A Ph.D. is required as well as a commitment to teaching and scholarly activity.

Inquiries of an academic nature should be directed to **Dr. Fes de Scally, Chair of the Geography Department.**

This is a continuing appointment effective August 1, 1994, subject to budgetary approval. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Salary is \$42,591 - \$61,201 per annum with placement on the salary scale dependent upon qualifications and experience.

In accordance with Immigration requirements, priority will be given to Canadian citizens and Landed Immigrants.

Please submit a curriculum vitae and the names of three referees quoting Competition No. 103FAC93 by February 28, 1994 to the Personnel Office, Okanagan University College, 1000 KLO Road, Kelowna, B.C. V1Y 4X8.



DALHOUSIE UNIVERSITY

Killam Memorial Chair in Ocean Studies

A senior ocean scientist with strong leadership abilities is sought for appointment to the newly established Dalhousie University Killam Memorial Chair in Ocean Studies. The Killam Chair in Ocean Studies is a high-profile academic and research position within the Faculty of Science. He/she will be expected to play a major role in the academic development of Ocean Studies in collaboration with the Executive Director of Ocean Studies, who has administrative responsibility for Ocean Studies at Dalhousie.

The successful candidate will be appointed at the level of full professor with tenure within the appropriate Department of the Faculty of Science, and will be expected to initiate and maintain an active research program, with an emphasis on interdisciplinary collaborative research. He/she will be expected to provide leadership in the development of academic and research endeavours involving specialists in marine science, social science, and policy oriented disciplines. In addition he/she will undertake a teaching commitment, including supervision of graduate students. Candidates from all marine science disciplines are invited to apply, however individuals with fisheries-related expertise are particularly encouraged.

The successful candidate will possess

- a Ph.D. in ocean research
- a proven record of research achievement in an ocean-related field
- experience in interdisciplinary research and education
- excellent interpersonal and communication skills

Salary and benefits will be commensurate with the position of full professor. Applications and names should be submitted by February 28, 1994 and should include a curriculum vitae and the names of at least three referees to:

Dr. Robert Foulmer
Executive Director Ocean Studies and
Assoc. Vice President (Research)
Dalhousie University
Halifax Nova Scotia

Canada B3H 4H6
Candidates of all nationalities are invited to apply. Canadian citizens and permanent residents will be given first consideration though non-nationality will not be the primary criteria for selection. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages application from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

Head, Department of Pathology, University of B.C., 2211 West Mall, Vancouver, B.C. V6T 2B5.

PHILOSOPHY

CONCORDIA UNIVERSITY - Philosophy Department. Applications are invited for a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. Duties involve 18 credits of teaching at the undergraduate level. A specialization in either Ancient Philosophy, Medieval Philosophy, or Ethics. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and three letters of reference before February 1, 1994 to: Dr. Christopher B. Gray, Chair, Department of Philosophy, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. FAX: 514-348-3492. All things being equal, women candidates shall be given priority.

CONCORDIA UNIVERSITY - Philosophy Department. Applications are invited for a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant

Professor level. Duties involve 12 credits of teaching at the undergraduate level and perhaps graduate levels. A specialization in either Ancient Philosophy, Medieval Philosophy, or Ethics. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and three letters of reference before February 1, 1994 to: Dr. Christopher B. Gray, Chair, Department of Philosophy, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. FAX: 514-348-3492. All things being equal, women candidates shall be given priority.

PHYSICAL ACTIVITY STUDIES

UNIVERSITY OF REGINA - Faculty of Physical Activity Studies. Applications are being invited for two full time tenure track faculty positions. One in Adapted Physical Activity/Therapeutic Recreation and the other in Recreation Administration effective July 1, 1994. The Faculty of Physical Activity Studies, University of

Regina, is a young dynamic faculty recruiting additional faculty members with a desire to contribute to an exciting, growing program. Individuals looking for a challenge in a supportive environment are encouraged to apply. Applicants should possess or be near the completion of a PhD and demonstrate an active research program. Candidates should have a broad general background in physical activity studies. Duties will include teaching undergraduate and graduate physical activity/recreation classes or recreation administration in the Bachelor of Physical Activity Studies program, maintaining an active program of scholarship and research, and contributing to the development of a graduate program. The successful candidate will fully participate in all aspects of the Faculty and University including counselling, field work supervision, committee work and community service. The Bachelor of Physical Activity Studies degree program has four Areas of Concentration, namely: Adapted Physical Activity, Recreation Administration, Fitness and Lifestyle and Sport Administration. Starting salary will be at the Assistant Professor level, minimum \$40,019.00 annually (including a description of research and teaching interests and a curriculum vitae with at least three references should be received by February 15, 1994. Direct applications to: Dr. Ralph A. Nelson,

Dean, Faculty of Physical Activity Studies, University of Regina, Regina, Saskatchewan S4S 0A2, (306)585-4876, (306)585-4854 (fax). In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

PHYSICAL EDUCATION

UNIVERSITY OF NEW BRUNSWICK. The Faculty of Physical Education and Recreation at the Fredericton Campus invites applications for a tenure track appointment in Exercise Science/Physical Education at the Assistant or Associate Professor level effective July 1, 1994. Duties include teaching in the undergraduate and graduate programs, directing master's student thesis research and conducting research in the candidate's area of expertise. Applicants should have a PhD or a PhD nearing completion. This appointment is subject to budgetary approval. Applications, including a curriculum vitae and the names of four academic referees should be sent before January 31, 1994 to: Dr. Terry R. Haggarty, Dean, Faculty of Physical Education and Recreation, University of New Brunswick, 4200 Fredericton, New Brunswick E3B 3A5. In accordance with Canadian immigration requirements, this

advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

PHYSICS

QUEEN'S UNIVERSITY - The Department of Physics. Queen's University is seeking a tenure track appointment of the assistant professor effective July 1, 1994 for its regiology. The successful candidate must have a strong record of independent research and demonstrated potential for teaching at undergraduate and graduate levels. Preference will be given to applicants with a proven ability to carry out astrophysical research in the millimeter and radio wavelength ranges and to gain access to multinational observational facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Queen's University is an equal opportunity employer. A curriculum vitae and the names of three referees should be sent to: Dr. J.R. Leslie, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. The closing date for applications to this position is 31 March 1994.

UNIVERSITY OF OTTAWA - The Physics Department at the University of Ottawa plans to appoint an assistant professor in the field of theoretical physics. Priority will be given to applicants with interests in elementary particle phenomenology or condensed matter physics. Exceptional candidates in other fields will also be considered. Candidates should have a PhD degree or equivalent postdoctoral experience. An outstanding research record and an aptitude for undergraduate teaching are essential. The appointment is subject to final budgetary approval. The University of British Columbia invites applications from qualified candidates, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae and the names of three referees, along with three letters of reference, to: Dr. J.R. Leslie, Department of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z6. The deadline for receipt of all application materials is March 31, 1994.

seient bases sur l'excellence de la recherche et de l'enseignement. Date d'entrée en fonction: le 1er juillet 1994. Nous recherchons un professeur adjoint en physique de la matière condensée expérimentale. Les candidats doivent posséder une habileté démontrée en recherche expérimentale axée sur les propriétés optiques, les supraconducteurs; physique à haute pression; physique des surfaces; magnétisme; physique des solides; électrodynamique des polymères; et structure électronique et propriétés magnétiques. Les candidats doivent avoir l'appui théorique est disponible en dynamique non linéaire et en électrodynamique des solides. Électronique de structure des solides. Étant donné que l'Université d'Ottawa est une université bilingue, les candidats(e) doivent indiquer leur compétence en français et en anglais. Les candidats(e) sont invités à soumettre un curriculum vitae, les noms et adresses de trois référents, ainsi que des lettres de recommandation de deux meilleurs articles, avant le 1er avril 1994 à: R.J. Leslie, Département de physique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. L'Université d'Ottawa est une université à égalité d'opportunités en matière d'emploi. En conformité avec les exigences de l'immigration canadienne, cette annonce est adressée aux citoyens canadiens(ne)s et aux résidents permanents.

UNIVERSITY OF BRITISH COLUMBIA - The Physics Department invites applications from qualified candidates for an Assistant Professor level, commencing July 1st, 1994, in the field of theoretical physics. Priority will be given to applicants with interests in elementary particle phenomenology or condensed matter physics. Exceptional candidates in other fields will also be considered. Candidates should have a PhD degree or equivalent postdoctoral experience. An outstanding research record and an aptitude for undergraduate teaching are essential. The appointment is subject to final budgetary approval. The University of British Columbia invites applications from qualified candidates, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae and the names of three referees, along with three letters of reference, to: Dr. J.R. Leslie, Department of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z6. The deadline for receipt of all application materials is March 31, 1994.

PHYSIOLOGY

UNIVERSITY OF ALBERTA - Department of Physiology. The Membrane Transport Group of the University of Alberta invites applications from highly qualified Cellular/Molecular Physiologists for a full-time academic position at the Assistant Professor level. This position offers an excellent opportunity to develop an independent research program and to establish collaborative interactions within a multidisciplinary research environment. The Membrane Transport Group is located in the University of Alberta, Faculty of Medicine, and includes members and associate members from the Departments of Physiology, Biochemistry, Pharmacology and Medicine. Our research initiatives include studies of the structure, function and regulation of amino acid, nucleic acid and sugar transport proteins in epithelia and other non-excretable cells and tissues. Applicants should have experience in membrane transport research and a minimum of two years of postdoctoral experience. The successful candidate must compete successfully for salary support from the Alberta Heritage Foundation for Medical Research and/or the Medical Research Council of Canada, will have 75% of time protected for research and will be reported to the Department of Physiology. Salary range for an Assistant Professor is \$40,000 to \$57,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae and a statement of aims and research interests to the Department of Physiology, University of Alberta, 116 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Tel: (403)495-5888; fax: (403)495-7566. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

POLITICAL SCIENCE

DALHOUSIE UNIVERSITY - Department of Political Science. Applications are invited for a two year limited term appointment, commencing July 1, 1994, at the rank of Assistant Professor or Lecturer. This appointment will be in the field of political theory. Preference will be given to political theorists able and willing to teach terminal political theory at an advanced level. Salary will be dependent upon qualifications. The closing date for applications is February 15, 1994. Letters of application, c.v., transcripts, and three letters of reference should be sent to: Professor Peter Aulic, Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia B3H 4A6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Equal Opportunity Employer. The University encourages applications from qualified women, aboriginal peoples, people with disabilities and visible minorities.

WILFRED LAURIER UNIVERSITY - The Department of Political Science invites applications for several limited-term appointments, subject to budgetary approval, commencing July 1, 1994. Persons to be hired will teach courses such as Introduction to Political Science, Canadian Politics, Research Methods (Quantitative Analysis), Political Parties, Women and Politics, Developing Countries, Public Opinion, Electoral Behaviour, Political Communication, and Urban Politics. The Department has both undergraduate and graduate programs. The University is committed to Employment Equity policies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 1994 to: Dr. John McMenemy, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5. Telephone: (519)884-7070, ext. 5374; Fax: (519)746-7908; e-mail: jmcmenem@mcsmi.wlu.ca



**University of Alberta
Edmonton**

Dean Faculty of Medicine

The University of Alberta invites applications and nominations for the position of Dean of Medicine. The Faculty of Medicine is one of the largest in Canada, and with the support of the Alberta Heritage Foundation for Medical Research, has established a strong international reputation in research. The following programs are offered: a four-year program leading to the degree of Doctor of Medicine; an additional program in which students in the MD program may receive the degree of Doctor of Medicine with Honors in Research; an MD/PhD program; a four-year program leading to the degree of Bachelor of Science in Medical Laboratory Science; a program leading to the degree of Master of Health Service Administration or Diploma in Health Service Administration; 38 post-graduate clinical training programs; graduate programs (MSc and PhD) in basic and medical sciences; and an extensive program of Continuing Medical Education for physicians practising in northern Alberta and the Western Arctic.

The Faculty is affiliated with three major urban hospital groups as well as numerous community hospitals and agencies for the purpose of clinical teaching and research. In addition to excellent clinical teachers and related resources, the Faculty of Medicine houses strong basic science departments and researchers who have successfully garnered over \$43 million annually in external funding for the Faculty.

The Dean is responsible to the Vice-President (Academic) for the administration and supervision of the academic program, budget and all activities of the Faculty. As a full member of the Edmonton Region Health Facilities Planning Council, the Dean has an active role in the organization of all components of the health care delivery system in Alberta. He or she must have the ability to create a vision and to lead the Faculty into bringing that vision into being. The Dean should have previous administrative/managerial experience, proven leadership ability, a strong academic background, and a commitment to innovation in academic medicine and the promotion of excellence in teaching, research, and health care delivery to Albertans.

The appointment will take effect July 1, 1994 or at a mutually-agreeable date. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, should be submitted by February 28, 1994 to:

Dr. W. John McDonald
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, Alberta, Canada
T6G 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.



**McGill
Dean of the Faculty of Law**

Nominations and applications are invited for the position of Dean of the Faculty of Law of McGill University. The appointment, effective June 1, 1994 is normally for a five-year term and may be renewed.

The Faculty offers both a Civil Law and a Common Law program leading to the B.C.L. and/or the LL.B. degrees, as well as graduate work at the master's and doctoral levels. There are approximately 500 undergraduate students, 115 graduate students and 40 full-time faculty members.

The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; fluency in both English and French is desirable.

McGill University is committed to equity in employment.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be more useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by February 15, 1994 to:

William C. Leggett
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec H3A 2T5

The University College of the Cariboo invites applications for the following Instructional Positions

ARTS AND EDUCATION DIVISION

BACHELOR OF ARTS PROGRAM

Since 1989, The University College of the Cariboo has offered the University of British Columbia B.A. degree. Doctorate in relevant discipline or imminent completion required, unless otherwise noted.

ENGLISH - Competition #94-001 Specialist in the structure and/or history of English Language.

ENGLISH - Competition #94-002 Specialist in one of the following areas: 1) American Literature; 2) Feminist and/or post-colonial studies.

GEOGRAPHY - Competition #94-003 Human Geography, with a specialization in economic, urban, and regional geography (Canada and British Columbia). Ability to teach methods and the history/philosophy of geography would be an asset.

HISTORY - Competition #94-004 Specialist in one of: 1) Gender History; 2) French Canadian Social History; or 3) Western Canada. Some teaching experience and evidence of ongoing scholarship.

PSYCHOLOGY - Competition #94-005 Specialist in one or more of the following: 1) Learning; 2) Behaviour Modification; 3) Clinical; 4) Psychometrics & Assessment; 5) Industrial Organization. Ph.D. required. Teaching and research experience preferred.

BACHELOR OF SOCIAL WORK PROGRAM - Competition #94-006

Since 1980, The University College of the Cariboo has offered the University of Victoria B.S.W. degree. The successful candidate for the current faculty position will teach courses in Social Welfare Policy, Child Welfare Practice and Policy, Administration, and generalist social work practice, as well as providing liaison for students in practice. Doctorate in Social Work required, or significant work toward the doctorate. Applicants with expertise in social policy, generalist practice in rural and northern communities and with First Nations people are particularly encouraged to apply.

BUSINESS, COMPUTING AND MATHEMATICS DIVISION

FINANCE - Competition #94-007 With qualifications to teach in an additional field, eg. International Business, Accounting, Economics, Business Policy, etc.

MARKETING - Competition #94-008 With qualifications to teach in an additional field, eg. Business Policy, International Business.

Commencement Date: August 1, 1994 (All Positions)

Salary Range: \$37,732.00 to \$55,981.00 (All Positions)

Closing Date for Applications: February 15, 1994 (All Positions)

All positions are subject to budgetary approval.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada. The University College of the Cariboo is committed to the principle of employment equity.

Please forward current curriculum vitae outlining academic qualifications, teaching, research and administrative experience in education. Forward resume with names, addresses and telephone numbers of three referees, formal verification of education level, and competition number to:



Irene Bazell,
Human Resources Office,
Human Resources Division
UCC, Box 3010
Kamloops, B.C. V2C 5N3

WILFRID LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for a tenure-track appointment in International Relations commencing July 1, 1994. Courses currently taught in the field include Theories of International Pol-

itics, International Organization, Foreign Policy Analysis (Canada and United States), and Theories and Case Studies of Conflict Analysis and Management. The Department has both undergraduate and graduate programs. The University is committed to Employment Equity policies.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, accompanied by a curriculum vitae and three references, should be sent by January 31, 1994 to: Dr. John McMenamy, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone: (519) 884-1970, ext. 3374; Fax: (519) 746-7800; e-mail: jmcmenam@uwaterloo.ca.

UNIVERSITY OF VICTORIA The Department of Political Science, University of Victoria, invites applications from persons specializing in International Relations or Public Administration/Public Policy for a tenure-track position at the Assistant Professor level. The position is subject to budgetary approval. Applicants should have a completed PhD, along with a strong commitment to teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are also encouraged to apply. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. The closing date for applications is March 1, 1994. Applications, including a curriculum vitae, should be sent to: Professor Jeremy Wilson, Chair, Department of Political Science, University of Victoria, Box 1800 STN. Box 1800, Victoria, British Columbia V8W 2P2. Applicants should ask three referees to send letters of reference directly to the Chair.

POLITICAL SCIENCES

QUEEN'S UNIVERSITY - The Department of Political Science at Queen's University invites applications for two positions. (1) A tenure-track, entry-level appointment at the rank of Assistant Professor, and (2) a limited-term appointment at the senior level, both in the field of Canadian politics. For one of the positions, the successful candidate will have teaching interests and a research record in public opinion, political behaviour, and related areas. Areas of specialization for the other position are open. For both positions a competitive frame of reference is desirable. These appointments will begin 1 July 1994. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. Applications, including curriculum vitae and names of three referees, should be sent to: Dr. David Haglund, Head, Department of Political Science, Queen's University, Kingston, Ontario K7L 3N6, by the closing date of February 15, 1994. Those applying for an entry-level appointment should also enclose university transcripts. Our fax number is: (613) 454-6848.

PSYCHOLOGY

UNIVERSITY OF PRINCE EDWARD ISLAND - Psychology. Subject to budgetary approval, applications are invited for a tenure-track position, at the rank of Assistant Professor. Applicants should have a PhD in psychology and be invited from cognitive developmental psychologists and cognitive psychologists with a strong developmental focus. Areas of special interest might include problem solving, information processing, and computer modeling. We are seeking applicants with a demonstrated commitment to excellence in student-centered undergraduate teaching and with an ability to involve students in their research. The University is committed to a policy of employment equity and addressing gender imbalance in the make up of the faculty. According to female candidates are especially urged to apply for this position. The successful candidate will teach 6 semester-long undergraduate courses annually, in a variety of content areas. However, basic supervisory duties are required. Salary level for the position is \$30,702. The University of Prince Edward Island is a primarily undergraduate institution with 2,700 full-time students. A college department of Psychology will offer full-time faculty members. The largest number of majors in the university. The size of the university and the need to provide opportunities for collaboration and applied research. Send letter of application, curriculum vitae, copies of recent publications, and three letters of reference to: Dr. Philip Smith, Chair, Department of Psychology, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. The effective date of appointment is 1 July 1994. The closing date for receipt of applications and supporting documents is 1 March, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO Department of Psychology invites applications for one three-year (limited-term) appointment at the Assistant Professor level. We are seeking to make the appointment in one of the two following areas: (1) Clinical Psychology. We are seeking applicants with doctoral training in Clinical Psychology or Developmental Psychology, and a strong research interest in research and teaching interests related to the following areas: (a) child clinical psychology, (b) child clinical psychology, (c) child clinical psychology. Notice of this child-clinical position is directed toward Canadian citizens, persons with disabilities, and aboriginal persons of other countries. (2) Clinical Psychology. Applicants with research interests in the area of clinical psychology, on the side of child-clinical will be considered. Areas of specialization for the other position are open. For both positions a competitive frame of reference is desirable. These appointments will begin 1 July 1994. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario has an employment equity programme, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, persons with disabilities, visible minorities, and aboriginal persons.

WILFRID LAURIER UNIVERSITY - Department of Psychology. Applications are invited for a tenure-track position at the Assistant Professor level, starting July 1, 1994. The successful applicant will have a strong and active program of research in any area. Applicants should send a curriculum vitae, a list of references, and three letters of reference to: Dr. Keith Horton, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. This advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, persons with disabilities, aboriginal persons, and persons with disabilities. The University promotes a strong commitment to equality in the workplace, and encourages applications from all qualified individuals including women, persons with disabilities, visible minorities, and aboriginal persons.

YORK UNIVERSITY - Faculty of Arts, Department of Psychology. A tenure-track position at the Assistant Professor level in Cognitive or Human Cognitive Neuroscience with research interests in the areas of: (1) Learning, memory, attention and memory systems, language processing and comprehension, categorization, and information processing, and spatial cognition. A PhD in Psychology is required. The successful applicant will teach in both the graduate and undergraduate programmes. Candidates should submit a curriculum vitae, a list of references, and three letters of reference to: Dr. Keith Horton, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. This advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, persons with disabilities, aboriginal persons, and persons with disabilities. The University promotes a strong commitment to equality in the workplace, and encourages applications from all qualified individuals including women, persons with disabilities, visible minorities, and aboriginal persons.

Direct enquiries and applications, with CV, three letters of reference, and relevant reports to: Prof. David Reid, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is January 31, 1994. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

YORK UNIVERSITY - Faculty of Arts, Department of Psychology. A tenure-track position at the Assistant Professor level in Cognitive or Human Cognitive Neuroscience with research interests in the areas of: (1) Learning, memory, attention and memory systems, language processing and comprehension, categorization, and information processing, and spatial cognition. A PhD in Psychology is required. The successful applicant will teach in both the graduate and undergraduate programmes. Candidates should submit a curriculum vitae, a list of references, and three letters of reference to: Dr. Keith Horton, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. This advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, persons with disabilities, aboriginal persons, and persons with disabilities. The University promotes a strong commitment to equality in the workplace, and encourages applications from all qualified individuals including women, persons with disabilities, visible minorities, and aboriginal persons.

YORK UNIVERSITY - Faculty of Arts, Department of Psychology. A tenure-track position at the Assistant Professor level in Cognitive or Human Cognitive Neuroscience with research interests in the areas of: (1) Learning, memory, attention and memory systems, language processing and comprehension, categorization, and information processing, and spatial cognition. A PhD in Psychology is required. The successful applicant will teach in both the graduate and undergraduate programmes. Candidates should submit a curriculum vitae, a list of references, and three letters of reference to: Dr. Keith Horton, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. This advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, persons with disabilities, aboriginal persons, and persons with disabilities. The University promotes a strong commitment to equality in the workplace, and encourages applications from all qualified individuals including women, persons with disabilities, visible minorities, and aboriginal persons.

UNIVERSITY COLLEGE OF SOCIAL SCIENCES - School of Arts and Social Sciences. Position Vacancy (One-Year). The University of Victoria, British Columbia, is seeking a person for a one-year position. The position is subject to budgetary approval. The Department of Psychology, University of Victoria, is implementing a policy of employment equity, including affirmative action for women faculty.

Candidates must have or be near completion of a doctoral degree in psychology. Inquiries may be directed to: Dr. Stewart McCann, Chair, Department of Psychology, 5202-3333 University Ave., Box 9005, Victoria, B.C. V8N 4C9. Fax: (604) 562-7499. Consideration of applications will be given to women and applications will be accepted until the position is filled. Applicants should submit a curriculum vitae, a list of references, and three letters of reference to: Jack Jackson, Director, Human Resources, Buildings and Grounds, University of Victoria, Box 1800 STN. Box 1800, Victoria, B.C. V8W 2P2. Fax: (604) 562-7499.

UNIVERSITY OF SASKATCHEWAN - Department of Psychology. Applications are invited for a tenure-track position at the Assistant Professor level, effective July 1, 1994 (subject to budgetary approval) at the rank of Assistant Professor. The position is located in the Department of Psychology and is located in the Faculty of Education. The successful candidate will be expected to teach and supervise students in the field of psychology. The position is subject to budgetary approval. The University of Saskatchewan is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITY OF SASKATCHEWAN - Department of Psychology. Applications are invited for a tenure-track position at the Assistant Professor level, effective July 1, 1994 (subject to budgetary approval) at the rank of Assistant Professor. The position is located in the Department of Psychology and is located in the Faculty of Education. The successful candidate will be expected to teach and supervise students in the field of psychology. The position is subject to budgetary approval. The University of Saskatchewan is implementing a policy of employment equity, including affirmative action for women faculty.

TRINITY WESTERN UNIVERSITY - Psychology. The graduate (MA) position in the Department of Psychology is seeking to fill a tenure-track position at the Assistant Professor level. The applicant must possess an earned doctorate in Counseling, appropriate professional certification, a practitioner orientation but also scholarly publications and experience both in university teaching and in supervision of students in some aspect of Family Counseling. The candidate must also have a commitment to the ability to articulate in scholarly fashion the integration of evangelical Christian perspectives with the discipline. Duties include teaching and administering practicum for skills development in counseling, Family and Group Counseling and supervision of these. The deadline for receipt of applications is February 1, 1994. Applications should be sent to: Dr. Jim Chisholm, Trinity Western University, 7600 Glover Road, Langley, B.C. V5A 6H4. Fax: (604) 533-1111. Consideration of applications will be given to women and applications will be accepted until the position is filled. Applicants should submit a curriculum vitae, a list of references, and three letters of reference to: Dr. Jim Chisholm, Trinity Western University, 7600 Glover Road, Langley, B.C. V5A 6H4. Fax: (604) 533-1111.

RECREATION

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Physical Education and Recreation Management. The University of New Brunswick is seeking a person for a one-year position. The position is subject to budgetary approval. The Department of Psychology, University of Victoria, is implementing a policy of employment equity, including affirmative action for women faculty.

SUMMER LANGUAGE TEACHING POSITION

SCIL (Summer Centre for International Languages) University of Regina, Regina, Saskatchewan has positions open for Senior Language Instructors for the 1994 sessions (May 9-June 17 and July 4-August 12) in the following languages:

Arabic	Gree	German
Hindi	Italian	Japanese
Korean	Mandarin	Russian
Spanish	Ukrainian	

Qualifications: PhD in Linguistics or related field; native speaker or near-native fluency; experience using modern teaching technology; university level teaching experience.

Remuneration: \$6,000 CDN per term, plus travel expenses.

Send CV and three (3) references by February 1, 1994 to: Nancy Lee, Director, Summer Centre for International Languages, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. FAX: (306) 585-5183. TEL: (306) 585-5300.

School of Business VISITING PROFESSORS

The School of Business is an innovative professional management school committed to achieving international leadership in faculty scholarship and teaching excellence. Located in a moderate maritime climate on Vancouver Island in British Columbia, the School of Business attracts high calibre faculty, executive, masters, and undergraduate students. The School, created in 1930, is Canada's newest business school and offers a B. Comm. and an M.B.A. program with majors in International Business, Entrepreneurship and Tourism Management, incorporating mandatory cooperative education components. The School has an enrollment of 700 students in both programs, and the target of 35 faculty.

Applications are invited from outstanding scholars with research and teaching interests in:

International Marketing, Entrepreneurship or Tourism/Hospitality

Six month and one year appointments are available at either the associate or full professor rank. Salary levels are competitive and negotiable with some relocation assistance available. Review of applications will begin February 16, 1994, however applications will be accepted until positions are filled. Please forward a resume and the names of three references to: Camille Halsey, Recruitment Coordinator, School of Business, PO Box 3045, Victoria, BC V8W 3P4 Canada. Tel: (604) 721-6428 Fax: (604) 721-6067.

The University of Victoria is committed to an employment equity program.



UNIVERSITY OF VICTORIA



McMASTER UNIVERSITY

Hamilton, Ontario

DEAN, MICHAEL G. DeGROOTE SCHOOL OF BUSINESS

Applications and nominations are invited for the position of Dean, Michael G. DeGroote School of Business, McMaster University. The appointment, to be effective July 1st, 1994, is for a period of five years, renewable. A candidate should have an established reputation in teaching, research, and administration and should have the necessary interpersonal skills to provide leadership for the ongoing development of programmes in the School. An earned doctorate is required and a candidate should have a record of scholarly or professional accomplishments sufficient for a tenured appointment at McMaster University.

McMaster University is a medium-sized university with over 11,500 full-time students and 5,600 part-time students in the undergraduate programmes and about 1,500 students pursuing advanced degrees in the School of Graduate Studies.

The School of Business offers two undergraduate degrees: a regular and Honours B.Comm. with enrolment of about 1,300 students. At the Masters level, the School offers a regular Co-op M.B.A. programme serving 500 full and part-time students. The School has a doctoral programme in two areas, Management Science and Information Systems and Human Resources and Labour Relations.

The School of Business has an established track record of excellence in teaching and research, with many of the 52 full-time faculty members holding grants from SSHRC or NSERC or from other outside business or government sources. We have recently approved plans for an Innovation Research Centre, scheduled for opening in early 1994. Based on our strategic plan, Faculty groups within the School are pursuing research topics in management of innovation and Health Services Management. As well, plans are underway for curriculum revision at both the undergraduate and graduate levels to keep the programmes up-to-date and relevant to our constituencies.

Nominations and applications should be submitted by January 30, 1994 to Dr. A.C. Heldebrecht, Provost and Vice-President (Academic), Chair, Dean's Search Committee Michael G. DeGroote School of Business, UH-201, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to people who are legally entitled to work in Canada.

THE UNIVERSITY OF VICTORIA

invites applications and nominations for the position of
DEAN OF EDUCATION

The University of Victoria invites applications and nominations for the position of Dean of the Faculty of Education. The position is for a five-year term commencing 1 July 1994.

The Faculty is committed to excellence in both teaching and research and offers undergraduate and post-degree programs and masters and Ph.D. degrees in various disciplines. The Faculty has 76 regular faculty positions and in 1992-93 had 1571 FTE undergraduate students and 442 FTE graduate students. In addition to its regular on-campus programs, the Faculty offers off-campus programs of teacher preparation and graduate education and, in partnership with three University Colleges, offers undergraduate programs at those Colleges.

The Dean will provide academic leadership for the Faculty in curriculum development, in teaching, and in research. The Dean will provide strong representation for the Faculty within the University community, in the provincial education system, and in the broader community. Candidates should display a clear understanding of education in its broad context and a commitment to both undergraduate and graduate work and to research in education. The Dean will be expected to work collaboratively within the Faculty, with other Faculties, and with external groups and agencies.

In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

Applications (accompanied by a full curriculum vitae and the names and complete addresses of three referees) and nominations should be sent by
31 January 1994 to:

Dr. Samuel E. Scully, Vice-President Academic and Provost
Chair, Search Committee for Dean of Education
University of Victoria
PO Box 1700
Victoria, BC V8W 2Y2
Telephone: (604) 721-7010
Fax: (604) 721-8654
Email: scully@UVVM.Uvic.CA

UNIVERSITY OF VICTORIA

ital Education and Recreation, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

RELIGION

CONCORDIA UNIVERSITY - Department of Religion. Applications are invited to a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. The position is in the following areas: desirable. Comparative Ethics, Introduction to Religion, Religion in Canada. Duties may include graduate and undergraduate teaching and some administrative responsibilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women are preferred. Applicants should send their curriculum vitae and three letters of reference before March 30, 1994 to: Chair, Department of Religion, Concordia University, 1455 Avenue du Mont-Royal West, Montreal, P.Q. H3G 1M8.

RUSSIAN

THE UNIVERSITY OF CALGARY Department of Germanic, Slavic & East Asian Studies. A tenure-track Assistant Professor of Russian for a tenure-track appointment beginning July 1, 1994. Candidates with a doctorate in Russian language or literature and a commitment to good undergraduate teaching will be preferred. Teaching experience and proven active interest in the area of CAL will be considered in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Candidates should send an application, including curriculum vitae, and a letter of recommendation to: Prof. Nicholas G. Zerkow, Head, Department of Germanic, Slavic & East Asian Studies, The University of Calgary, 2500 University Drive W., Calgary, Alberta T2N 1N4. Deadline for applications is January 31, 1994.

YORK UNIVERSITY - Faculty of Arts, Department of Languages, Literature and Linguistics. Russian language and linguistics. One tenure-track appointment at the rank of Assistant or Associate Professor, commencing July 1, 1994. Position subject to budgetary approval. Candidates must have a PhD in Slavic linguistics with a concentration in the Russian area. The successful candidate must have a strong background in the history and structure of the Russian language and have completed courses in Russian linguistics. Didactic Slavic, applied linguistics and language pedagogy at the graduate level. Candidates must have a fluent and sophisticated command of both English and Russian and have native or near native fluency in the Russian language. Candidates must be familiar with several other Slavic languages. Responsibilities include the teaching of all levels of the Russian language, from elementary to the most advanced, and the supervision of the language curriculum. Candidates must be able to teach Old Church Slavonic, the history of Russian, and the structure of Russian at the advanced undergraduate level. A demonstrated record of superior teaching of language at all levels and publications in the area of Russian language or linguistics is required. Salary commensurate with experience. Applications, with CV, transcripts and teaching evaluations or attestations, should be sent to: Susan Ehrlich, Chair, Department of Languages, Literature and Linguistics, York University, North York, Ont. M3J 1P3. Applicants should arrange to have three letters of reference sent directly to the Chair. Deadline for applications is February 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

SOCIAL WORK

THE UNIVERSITY OF WESTERN ONTARIO, KING'S COLLEGE - Department of Social Work. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Social Work commencing July 1, 1994. The ability to teach clinical social work practice with a generalist-oriented B.S.W. program is required. Applicants should have a doctorate in Social Work, social work practice experience, evidence of research and teaching ability, and hold the university level. Salary will be commensurate with qualifications and experience. King's College is a Liberal Arts and Social Sciences College affiliated with The University of Western Ontario. It is sponsored by the Roman Catholic diocese of London, Ontario. It offers a Bachelor of Social Work (B.S.W.) program and is moving toward the establishment of a M.S.W. program. The College has a full-time faculty complement of six, and an overall student enrolment of approximately 1,575. Applications, including a curriculum vitae, a sample of academic writing, and the names and addresses of three referees should be sent to: Dr. R. Mann, Director, Department of Social Work, King's College, 2660 University of Western Ontario, 2660 Epcor Avenue, London, Ontario N6A 2K3. Deadline: February 1, 1994, or until the position is filled. King's College is an equal opportunity employer, and encourages applications from all qualified candidates including women, first nations people, visible minorities, and individuals with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

YORK UNIVERSITY, ALISON COLLEGE. The Department of Sociology invites applications for a tenure-track position primarily in Anti-Racism, Social and Practice, commencing July 1, 1994. Rank and salary open. This position is based in Alison College but may also include teaching duties in another faculty of the University. As well, faculty members normally participate in the Graduate Faculty. The position is subject to budgetary approval by the University. Antiracism theory and/or criminology / deviance. Salary will be commensurate with qualifications and teaching experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. James Noble, Acting Dean of Arts, University of Western Ontario, 2660 University of Western Ontario, 2660 Epcor Avenue, London, Ontario N6A 2K3. The University of New Brunswick is committed to employment equity.

son College is a faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, primarily through evening courses and both evening and daytime courses in the social sciences. The Department of Sociology offers the B.A. Ordinary and B.A. Honours degrees. The Department is also involved in research and practice (CARRP). CARRP is an applied program combining an inclusive curriculum, an active research component and community involvement. Being in the Graduate School of the University, in collaboration with other CARRP faculty, is one of the responsibilities of the position. A PhD or equivalent required. The ideal candidate will have solid teaching experience, preferably with non-traditional students, an established capability in research, and the practical experience necessary to supervise students undertaking the Certificate thesis. Commitment to collaborative research and substantial experience in working with racial minority communities are essential. Priority given to those with experience in education, law and criminal law, popular culture, immigration, native peoples. The position should demonstrate competence to teach applied Certificate courses in the following areas, as well as a course on a related subject in the general Sociology curriculum. Send a letter of application outlining the specific ways in which your experience and qualifications are commensurate with the requirements of the position, curriculum vitae, the names of three referees, and examples of research to: Professor L. Davis, Chair, Sociology Department, York University, 4700 Keele Street, North York, Ontario M3J 1P3 by February 18, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Sociology department encourages applications from qualified women and

men, members of racial minorities, people with disabilities and Native Peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY - Faculty of Arts, Department of Sociology. Applications are invited for a tenure-track position in the areas of research and practice (CARRP). CARRP is an applied program combining an inclusive curriculum, an active research component and community involvement. Being in the Graduate School of the University, in collaboration with other CARRP faculty, is one of the responsibilities of the position. A PhD or equivalent required. The ideal candidate will have solid teaching experience, preferably with non-traditional students, an established capability in research, and the practical experience necessary to supervise students undertaking the Certificate thesis. Commitment to collaborative research and substantial experience in working with racial minority communities are essential. Priority given to those with experience in education, law and criminal law, popular culture, immigration, native peoples. The position should demonstrate competence to teach applied Certificate courses in the following areas, as well as a course on a related subject in the general Sociology curriculum. Send a letter of application outlining the specific ways in which your experience and qualifications are commensurate with the requirements of the position, curriculum vitae, the names of three referees, and examples of research to: Professor L. Davis, Chair, Sociology Department, York University, 4700 Keele Street, North York, Ontario M3J 1P3 by February 18, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Sociology department encourages applications from qualified women and

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SOCIOLOGY & ANTHROPOLOGY

MOUNT ALLISON UNIVERSITY - Department of Sociology and Anthropology. Applications are invited for a tenure-track or term position commencing on July 1, 1994. An applicant should hold a PhD in Anthropology. Duties include undergraduate teaching and research. Areas of established interest should include: ethnographic method, theory, gender studies, field research, and at least one area study. Teaching experience in an interdisciplinary environment would also be an asset. The rank at which this appointment will be made is Assistant Professor. The 1993-94 salary range for that rank is \$54,784 to \$58,872. An application should include a curriculum vitae and the names of three referees, and should be sent to: Professor Berkeley Fleming, Head and Chair of the Search Committee, Department of Sociology and Anthropology, Mount Allison University, Sackville, N.B. E0A 3C0. The closing date for receipt of applications is February 28, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

Markin-Flanagan Distinguished Writers Programme

Writer-In-Residence

The Department of English at The University of Calgary, which offers a creative writing course at BA, MA and PhD levels, invites applications for a position as writer-in-residence from promising Canadian writers. Candidates should hold a degree, preferably a graduate degree, and should offer a strong publishing record. This 10-month term appointment, to begin August 15, 1994, pays a salary of \$35,000 plus benefits. The residency will include manuscript consultation with students and other duties to be assigned.

The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Applicants should send a curriculum vitae, samples of published or written work, and arrange to have three letters of reference sent by February 1, 1994, to:

Dr. Ronald B. Bond, Dean, Faculty of Humanities
The University of Calgary, 2500 University Drive N.W.
Calgary, Alberta T2N 1N4



**School for the Contemporary Arts
ANNOUNCEMENT OF AN
ASSISTANT PROFESSOR
(tenure track) POSITION
IN DANCE (Ballet)
Commencing September, 1994**

The School for the Contemporary Arts is an interdisciplinary fine and performing arts program which includes: Dance, Film, Music, Theatre and Visual Arts. The School offers a B.F.A. and Extended Minor in Dance. The School also offers an interdisciplinary M.F.A. Program.

RESPONSIBILITIES: Primary responsibilities include: teaching ballet technique (all levels) to modern dance students. Ability to teach in one or more related areas is highly desirable: dance history, movement analysis, dance theory, dance kinesiology, body therapies, dance notation, modern technique, composition, improvisation. In addition, dance faculty share the supervision of student and faculty productions, direction of the Off-Centre Dance Company, and engage in committee work of the Dance Area, the School, and the University. Student advising and supervision of graduate students is expected. The successful applicant will be expected to maintain a professional art practice or scholarly activity.

QUALIFICATIONS: B.A. or B.F.A., M.F.A. and/or significant professional dance company experience. The preferred candidate will have professional dance training in ballet and university teaching experience. Organizational and administrative abilities, and an interest in working with other artistic disciplines in a creative university environment are essential.

DEADLINE: January 31, 1994.

The availability of this position is subject to budgetary approval. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons. Send letter of application, resume, and the names of three referees to: Rudolf Komorosky, Director, School for the Contemporary Arts, Simon Fraser University, Burnaby, B.C., V5A 1S6. Telephone: (604) 291-3603. Fax (604) 291-5907.

Brock University

DEAN, FACULTY OF HUMANITIES

BROCK UNIVERSITY invites nominations and applications for the position of Dean, Faculty of Humanities, effective July 1, 1994.

The Faculty of Humanities includes some 112 faculty and staff members and the teaching of approximately 1670 full-time equivalent students.

The Faculty consists of the following Departments and Programs: Applied Language Studies; Canadian Studies; Classics; English Language and Literature; Film Studies, Dramatic and Visual Arts; French, Italian and Spanish; Germanic and Slavic Studies; History; Liberal Studies; Music; and Philosophy. In addition, the Dean is responsible for The Centre for the Arts.

The University seeks an individual with an established record of academic achievement and proven administrative experience to provide leadership in a Faculty where teaching and scholarship are equally valued.

The Faculty is one of six Faculties at Brock and part of a university with a total full-time equivalent student enrolment of 8,600 and 830 faculty and staff members.

Brock University is committed to the principles of equity in employment and encourages applications from all qualified persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Nominations and/or letters of application to be submitted together with a curriculum vitae and the names of three referees in confidence to:

Dr. Susan M. Clark
Vice-President, Academic
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is February 11, 1994.

PROFESSEUR OU PROFESSEUR en finance

Université de Sherbrooke est un établissement de renommée nationale et internationale qui accueille dans un environnement d'une qualité exceptionnelle, plus de 21 000 étudiants et étudiantes provenant d'à l'extérieur. Elle est particulièrement reconnue pour l'importance de sa recherche, pour la qualité et le caractère novateur de ses programmes d'enseignement et pour son régime coopératif favorisant la formation pratique en milieu de travail.

L'Université de Sherbrooke sollicite des candidatures pour un poste de professeur ou de professeur régulier à temps complet en finance.

Profil des fonctions
Enseignement aux 1^{er} et 2^{es} cycles et éventuellement au 3^e cycle; recherche; participation à la vie universitaire; service à la collectivité.

Exigences
Doctorat en administration (finance). Une expérience dans la recherche et dans l'enseignement serait considérée comme un atout.

Faire parvenir votre curriculum vitae au plus tard le lundi 31 janvier 1994, 16 h, à:

Monsieur le Doyen
Faculté d'administration
Concours 93-1-30
Université de Sherbrooke
Sherbrooke (Québec) J1K 2R1

N.B. Les conditions de travail sont régies par les conventions collectives en vigueur. L'Université de Sherbrooke respecte le principe d'équité en emploi et s'est dotée d'un Programme d'emploi égalitaire en emploi pour les femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens et citoyennes canadiens et aux résidents permanents.



SPANISH

CONCORDIA UNIVERSITY - The Department of Modern Languages and Linguistics at Concordia University invites applications for a tenure-track position in Spanish at the level of Assistant Professor, effective 1 August 1994.

PhD required, with specialization in Latin American literature. Applicants must show excellence in teaching and scholarly publication, demonstrate native-level proficiency in Spanish, and be prepared to teach general courses at all levels. In accordance with Canadian immigration requirements, this advertisement

is directed to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Please send a letter of application, curriculum vitae and names, addresses and telephone numbers of three references to: Dr. A.T. Tetteh, Chair, Department of Modern Languages and Linguistics, CH 125, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, Canada H3B 1V6. Applications must be received by February 1, 1994.

UNIVERSITY OF WATERLOO - Spanish. Applications are being accepted for a tenure-track position at the Assistant Professor level. Applicants must have a PhD with a specialization in Peninsular and/or Latin American literature. Candidates must show potential for outstanding teaching and research. Duties will include teaching undergraduate courses in language and literature. Salary commensurate with experience. Appointment effective September 1, 1994. Closing date for applications is January 30, 1994. Applications including up to date copy of c.v. and names of three references should be sent to Prof. A. Farris, Chair, Department of Spanish, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds.

STATISTICS & ACTUARIAL SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Statistical and Actuarial Sciences invites applications for one or more limited term positions in statistics or actuarial science. Appointments will be made at the rank of Assistant Professor, Lecturer or Instructor. For appointments at the Assistant Professor level, a PhD and demonstrated excellence in teaching and research are required. For appointments at the Lecturer or Instructor levels, demonstrated excellence in teaching is required. Salary is negotiable. Applications, including a curriculum vitae and the names of three references, should be sent to Professor D.R. Ballhouse, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The deadline

for receipt of applications is February 15, 1994 or when positions are filled. Applications are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to Employment Equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being accepted for one tenure-track and one two-year definite term position at the Assistant Professor level in Actuarial Science in the Department of Statistics and Actuarial Science, beginning July 1, 1994. A successful candidate must have a PhD in Actuarial Science or closely related area, have completed or be actively pursuing higher Fellowship in the Canadian Institute of Actuaries (CIA), and have the potential to develop an active and productive research program in an area of actuarial science. Industrial experience is also an asset. Duties include teaching undergraduate and graduate level courses, and supervising student students. Salary commensurate with qualifications and experience. The closing date for applications is January 31, 1994. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

SURGERY
THE UNIVERSITY OF BRITISH COLUMBIA - Department of Surgery, Faculty of Medicine. A full-time faculty position within the Division of Neurosurgery will become available in the near future. The position with a candidate who is capable of teaching third and fourth year courses in Neurosurgery and is eligible for registration by the College of Physicians and Surgeons of British Columbia.

The applicant must have basic science training in the field of neuro-oncology and should hold a post graduate degree related to the field. Salary will be commensurate with qualifications and experience. This is a grant tenure track position. Anticipated start date is 1st March 1994. The University of British Columbia welcomes all qualified applicants, especially those from visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by 15th February 1994 to: Dr. Richard J. Finlay, Professor & Head, Department of Surgery, 910 West 10th Avenue, Vancouver, B.C., Canada V6Z 4E3.

URBAN & REGIONAL PLANNING

UNIVERSITY OF WATERLOO - School of Urban and Regional Planning. We are seeking an environmental planner with strengths in both the theoretical and applied aspects of the environmental field. The candidate should have a PhD degree in natural or engineering sciences or in planning or geography with a science background and be capable of immediate involvement in the School's doctoral program. The person should have special interest in areas such as urban hydrology, landscape planning, environmental assessment and monitoring, conservation and resource management. The candidate should be well-grounded in the theoretical aspects of the discipline and should demonstrate an interest in applications of professional practice in environmental planning. The School of Urban and Regional Planning is part of the Faculty of Environmental Studies which includes a School of Architecture, a Department of Environmental and Resource Studies, and a Department of Geography. The School offers a regular and a co-operative undergraduate honours degree program, and the graduate level, Master's and PhD programs. The successful candidate will have access to wetlands and ecology laboratories as well as extensive computing facilities in computer-aided design, visual simulation, geographic information systems and remote sensing. The appointment will commence September 1, 1994 or as soon thereafter as possible. This appointment is subject to the equality of funds. In accordance with Canadian immigration

requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Letter of application with curriculum vitae and names of three references should be sent by January 31, 1994 to: Dr. Larry R.G. Martin, Director, School of Urban and Regional Planning, University of Waterloo, Waterloo, Ontario N2L 3G1.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN - Western College of Veterinary Medicine, Department of Veterinary Physiological Sciences. Veterinary Neurophysiology. The University of Saskatchewan has a tenure track faculty position (subject to budgetary approval) at the Assistant Associate Professor level effective July 1, 1994. Qualifications include a PhD in the area of neurophysiology/physiology, with appropriate teaching and research experience. Preference will be given to a D.V.M. or equivalent with experience in electrophysiology and eligibility for licensure in Saskatchewan. Primary duties include teaching and supervising students to undergraduate D.V.M. students. The successful candidate is expected to establish an independent research program with a willingness to participate in the development of the department. The appointee will also supervise graduate students and may develop a graduate course in Veterinary Physiology. The department is responsible for instruction in veterinary physiology, pharmacology and toxicology as well as veterinary physiology. Salary and professional rank will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and arrange for three references to: Dr. D.L. Hamilton, Head, Dept. of Veterinary Physiological Sciences, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S4N 0A2. Applications should reach this office before February 28, 1994. The University of Saskatchewan encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VISUAL ARTS

UNIVERSITY OF REGINA - Department of Visual Arts. Applications are invited for a two-year tenure-track position at the rank of Assistant Professor to commence July 1, 1994. The successful applicant will teach ceramics and sculpture at both the undergraduate and graduate levels. Applicants should possess an M.F.A. degree, teaching experience at the university level, an extensive exhibition record and a strong knowledge of contemporary art issues. VAAI. Please submit a letter of application together with a curriculum vitae, a list of exhibitions of current work, teaching philosophy and the names of three references by February 28, 1994 to: Dr. Mary A. Blackstone, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA - Department of Visual Arts. Applications are invited for a two-year tenure-track position at the rank of Assistant Professor to commence July 1, 1994. The successful applicant will teach undergraduate and graduate courses in painting, drawing, and intermediate as well as graduate seminars. Applicants should possess an M.F.A. degree, teaching experience at the university level, an extensive exhibition record and a strong knowledge of contemporary art issues. VAAI. Please submit a letter of application together with a curriculum vitae, a list of exhibitions, slides of current work, teaching philosophy and the names of three references by February 28, 1994 to: Dr. Mary A. Blackstone, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOMMODATIONS

SUBSTANTIAL RENT Lyon France, a great university centre near Alps and Mediterranean sea, fully furnished house, three bedrooms, ancient garden, rest dental district \$ 1000 per month, electricity, heating and phone not included. Contact Mrs. Casselli, 14395 Ranc St-Anges, Sainte-Foy, Qub. G2E 3L9 or phone 418-677-8574.

VILLA FOR RENT in Southern France Province: Sept. 1, 1994 to May 31, 1995. Fully furnished 3 bedrooms, large office/library, 1 acre, private, wooded, inground swimming pool, tennis court, 1/2 hour north of Aix-en-Provence. \$ 2200 per mo. plus utilities. Contact: Dr. Sandra Beckett, 278 Riverview Blvd., St. Catharines, Ontario, L2T 3A4, (905) 682-7315.

FDR RENT (Glebe) sunny duplex, overlooking park, five minute drive to campus. Quiet street, close to shops, restaurants, and boutiques. Large main floor bedroom; 2 studies (one with large windows overlooking the park); spacious bedroom; separate kitchen and storage. Storage space. Fully furnished including dishes, dishwasher, and laundry facilities. July 84. Office: 527-5343, (905) 590-0200/month. Contact: Hunley (607) 882-3375.

FOR RENT PARIS Studio in conf. bldg. Furnished inc. bedding TV, phone, air conditioning inc. w/d. sep kitchen and WC. 4-piece bath. O/U parking, etc. Lots of space, etc. Location. Ideal for sub. July 94. Inquire: June 94. 527-5343, (905) 590-0200/month. Contact: Hunley (607) 882-3375.

WINDSOR, ONTARIO - 3 bedrooms and breakfast near U of W. Antique Furnishings: \$45.00 a week \$500.00 double call 1-519-286-3907.

OUT-OF-PRINT BOOKS

Free international book search. Any subject, title or author found online - no obligation to buy. Private and institutional clients equally welcome. Please send your wants list to: Bowker Booksearch, Tremont, Round Ring, Penn., Cornwall, T7R 0A4, U.K.

March Bulletin

Advertising Deadlines
Classified: February 7
Display: February 14

Electrical & Computer Engineering

The Department of Electrical and Computer Engineering at Ryerson Polytechnic University is seeking candidates for a tenure-track faculty position appointment, in the area of Computer Engineering, effective September 1, 1994 or earlier.

Applications are invited from persons with specialization in one or more of the following areas: embedded systems, VLSI, computer systems architecture and AI. The level of the appointment will be commensurate with the qualifications of the candidate, but preferably at the Assistant Professor level. Applicants must have an earned doctoral degree (Ph.D.) and a strong commitment to research, supervision of graduate students, teaching and curriculum development in Computer Engineering. Eligibility for registration as a Professional Engineer in the Province of Ontario is required. Candidates with current industrial experience are preferred.

Applicants should send their resume to: Dr. S.A. Bactor, Chair, Department of Electrical and Computer Engineering, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3, before March 31, 1994.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Landed Immigrants. In keeping with Ryerson Polytechnic University's Employment Equity Program applications are encouraged from women, visible minorities, aboriginal peoples and people with disabilities.

RYERSON

ASSOCIATE DEAN Bachelor of Education Program Competition #94-500

The Associate Dean reports to the Dean of Arts & Education and provides academic and administrative leadership to the Bachelor of Education program. The University College of the Cariboo currently offers the Elementary program, in cooperation with the University of British Columbia, and hopes to offer the secondary program in coming years. The Associate Dean also carries some administrative responsibilities in other divisional programs.

Applicants should have a doctoral degree in Education and teaching experience in elementary/secondary schools and in a teacher education program. Administrative experience, both in the public school system and in a post-secondary institution, is an asset. Knowledge of the school system in British Columbia and membership in the B.C. College of Teachers is desirable.

This position lies outside of the faculty bargaining unit, but candidates must be qualified to teach in the program and should expect the normal workload to include some classroom work or practicum supervision.

Start Date: May 1, 1994
Salary Range: \$49,070.00 to \$68,635.00

Closing Date for Applications: February 15, 1994
This position is subject to final budgetary approval.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada. The University College of the Cariboo is committed to the principle of employment equity.

Please forward curriculum vitae, names, addresses and telephone numbers of at least three references and formal verification of education level to:

Ms. Irene Bazell,
Human Resources Officer,
Human Resources Division
UCC, Box 3010
Kamloops, B.C. V2C 5N3



Dalhousie University NSERC Women's Faculty Awards at Dalhousie

DALHOUSIE UNIVERSITY invites applications from women of outstanding achievement and potential in research in the natural sciences who have obtained a PhD degree during the past four years for consideration for NSERC Women's Faculty Awards. Successful candidates will be considered for tenure-track or limited term appointments effective July 1, 1995.

DALHOUSIE UNIVERSITY is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified women who are aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Enquiries and applications should be directed to the appropriate Chair of the Department, **DALHOUSIE UNIVERSITY**, Halifax, N.S., Canada B3H 3J5, as follows: Dr. J.H.M. Willison, Biology; Dr. R.J. Boyd, Chemistry; Dr. P.J.C. Ryall, Earth Sciences; Dr. R.P. Gupta, Mathematics, Statistics and Computing Science; Dr. K. Loudon, Oceanography; Dr. A.M. Simpson, Physics; Dr. R. Brown, Psychology.

Applicants should preferably include one copy of each NSERC form 211 (Personal Data Form) and form 101 (Application for a Research Grant) together with the name of her PhD supervisor, her postdoctoral fellowship supervisor and two impartial external referees. The deadline for receipt of applications at Dalhousie is March 1, 1994.

**1994 May we wish you all
a very happy and prosperous
New Year**

We are always glad to get your telephone calls and fax requests. Your constant support is heartwarming. Keep the requests coming. Don't forget every fare has an Economic Benefit built in. Those members with families should be aware that we construct **Additional Benefits** to make your trips even **MORE AFFORDABLE**. Give us a try - you'll be pleasantly surprised. The larger the family the more you save.

Depend on us to do our best for you in 1994.



1951-1993

Keep flying!



Sabbatical Programme Valid UP TO ONE YEAR

TO	FROM	ADULT FARE	CHILD FARE
LONDON	St. John's/Halifax/Montreal	From: \$ 749.00	\$ 639.00
	Ottawa/Toronto	From: \$ 749.00	\$ 639.00
	Winnipeg	From: \$ 849.00	\$ 739.00
	Calgary/Edmonton	From: \$ 969.00	\$ 859.00
	Vancouver	From: \$1009.00	\$ 899.00
PARIS	Montreal/Toronto	From: \$ 869.00	\$ 575.00
	Winnipeg	From: \$1039.00	\$ 699.00
	Calgary/Edmonton	From: \$1139.00	\$ 777.00
	Vancouver	From: \$1199.00	\$ 822.00
FRANKFURT	Montreal/Ottawa/Toronto	From: \$ 959.00	\$ 642.00
	Winnipeg	From: \$1129.00	\$ 769.00
	Calgary/Edmonton	From: \$1239.00	\$ 852.00
	Vancouver	From: \$1289.00	\$ 889.00
STOCKHOLM	Montreal/Toronto	From: \$1099.00	\$ 747.00
	Vancouver	From: \$1429.00	\$ 995.00
COPENHAGEN AND OSLO	Montreal/Toronto	From: \$1029.00	\$ 694.00
	Vancouver	From: \$1359.00	\$ 942.00
AMSTERDAM	Montreal/Toronto	From: \$ 869.00	\$ 575.00
	Vancouver	From: \$1199.00	\$ 822.00

Child fare applies to ages 2-11.

NOTE TO CAUT MEMBERS: THE ABOVE SABBATICAL FARES ARE ONLY AVAILABLE THROUGH FINLAY TRAVEL IN TORONTO. WE CANNOT ACCEPT CALLS FROM INTERMEDIARIES MEMBER MUST DEAL DIRECTLY WITH THIS AGENCY

* BASED ON LOW SEASON AIRFARES. Ask about our attractive fares from other cities across Canada. BOOKING CONDITIONS & RESTRICTIONS APPLY. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax CAS40.00 and local Taxes where applicable

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Air Fares to Europe VALID 30 OR 60 DAYS

TO	FROM	ADULT FARE	CHILD FARE
LONDON	St. John's/Halifax/Montreal	From: \$ 511.00	\$ 457.00
	Toronto	From: \$ 473.00	\$ 424.00
	Winnipeg	From: \$ 568.00	\$ 508.00
	Calgary/Edmonton/Vancouver	From: \$ 663.00	\$ 593.00
PARIS	Halifax/Ottawa	From: \$ 588.00	\$ 526.00
	Montreal/Toronto	From: \$ 539.00	\$ 485.00
	Winnipeg	From: \$ 721.00	\$ 645.00
	Calgary/Edmonton/Vancouver	From: \$ 778.00	\$ 696.00
FRANKFURT/DUSSELDORF	Halifax/Montreal	From: \$ 569.00	\$ 509.00
	Ottawa/Toronto	From: \$ 569.00	\$ 509.00
	Winnipeg	From: \$ 759.00	\$ 679.00
	Calgary/Edmonton/Vancouver	From: \$ 787.00	\$ 704.00

* LOW SEASON AIR FARES

* BOOKING CONDITIONS & RESTRICTIONS APPLY

* FULL PAYMENT AT TIME OF RESERVATION

* THE ABOVE RATES ARE ONLY GRANTED UNTIL JANUARY 31, 1994, FOR TRAVEL BEFORE MARCH 31, 1994

* CHILD RATE ONLY VALID IF ACCOMPANIED BY AN ADULT

* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax CAS40.00 and local Taxes where applicable.

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CAUT/ACPPU WORKSHOPS/COMMITTEE MEETINGS CONFERENCES/CONSORTIUMS

A number of meetings are scheduled during 1994. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

CALL: (416) 366-9774 Fax: (416) 366-1005



Toll free line has been opened up for RESERVATIONS ONLY 1-800-361-2364. Now is the time to firm your plans up. If your booking is for a family, let us know at time of contact. We do our best price-wise in these tough times. We know every dollar counts.



A full service agency

Suite 4370, Canada Trust Tower, P.O. Box 608
BCE Place, Toronto, Ontario M5J 2S1
Tel: (416) 366-9771 Fax: (416) 366-1005

**CALL: (416) 366-9771
FAX: (416) 366-1005**

South Pacific

TO	FROM	LOW SEASON	HIGH SEASON
AUCKLAND	Vancouver	From: \$1187.00	\$1517.00
	Calgary/Edmonton	From: \$1327.00	\$1657.00
	Regina/Saskatoon	From: \$1417.00	\$1771.00
	Winnipeg	From: \$1437.00	\$1791.00
	Toronto/Ottawa/Montreal	From: \$1367.00	\$1721.00
	Halifax	From: \$1611.00	\$1941.00
SYDNEY/ MELBOURNE/ BRISBANE or CAIRNS	Vancouver	From: \$1297.00	\$1627.00
	Calgary/Edmonton	From: \$1427.00	\$1747.00
	Regina/Saskatoon	From: \$1517.00	\$1861.00
	Winnipeg	From: \$1547.00	\$1891.00
	Toronto/Ottawa/Montreal	From: \$1467.00	\$1797.00
	Halifax	From: \$1721.00	\$2041.00

Low Season: 01 April - 31 August 1994

High Season: 01 December 1993 - 28 February 1994

* BOOKING CONDITIONS & RESTRICTIONS APPLY

* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax CAS40.00 and local Taxes where applicable E & O.E 12/93

Oriental Getaways

TO	FROM	
HONG KONG	Vancouver	From: \$ 999.00
	Calgary/Edmonton	From: \$1112.00
	Regina/Saskatoon	From: \$1212.00
	Winnipeg/Thunder Bay	From: \$1082.00
	Toronto	From: \$1072.00
	Montreal/Ottawa	From: \$1098.00
	Halifax	From: \$1216.00
TOKYO/ OSAKA	Vancouver	From: \$ 852.00
	Calgary/Edmonton	From: \$ 957.00
	Regina/Saskatoon/Winnipeg	From: \$1057.00
	Thunder Bay/Toronto/Montreal/Ottawa	From: \$1032.00
	Halifax	From: \$1080.00
SINGAPORE/ KUALA LUMPUR	Vancouver	From: \$1146.00
	Calgary/Edmonton	From: \$1251.00
	Regina/Saskatoon	From: \$1346.00
	Winnipeg/Toronto/Montreal/Ottawa	From: \$1246.00
	Halifax	From: \$1371.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY

* AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax CAS40.00 and local Taxes where applicable

Seat Sale fares may be available for passengers from the Toronto/Montreal and Vancouver area. Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required

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Random Selected Cross Canada Fares

Vancouver	Toronto	From \$378.00	Thunder Bay	Ottawa	From \$299.00
Calgary	Ottawa	From \$426.00	Toronto	Edmonton	From \$368.00
Edmonton	Winnipeg	From \$261.00	Ottawa	Vancouver	From \$436.00
Regina	Toronto	From \$354.00	Montreal	Victoria	From \$488.00
Saskatoon	Montreal	From \$394.00	Halifax	Edmonton	From \$609.00
Winnipeg	Halifax	From \$493.00	St. John's	Toronto	From \$271.00

BASED ON WINTER AIR FARES

ADVANCE BOOKING 21 DAYS, NON-REFUNDABLE, NO CHANGES

ENQUIRE ON OTHER VALUE AIR FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S.

DESTINATION. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

Not included: Canadian Transportation and GST Taxes

CHARTER FARES ARE AVAILABLE TO CERTAIN CANADIAN CITIES

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**ALL AIRFARES
INCLUDE SCHEDULED AIR SERVICE.**

CHARTER SERVICE ON REQUEST.

Nous offrons aussi un service en français si vous desirez.

(416) 366-9771 Fax (416) 366-1005 Whenever possible.
QUALITY, VALUE, AND SERVICE UNSURPASSED
Fares subject to change.
Any or all of the above offerings may be withdrawn at anytime



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